

Universities Are 'Crumbling' Manley Admits

FORMER Industry Minister John Manley says the biggest challenge now facing the federal government is how to rebuild a "crumbling" post-secondary education system.

In an interview with the editorial board of the Ottawa *Citizen* just before the federal election, Manley hinted that his government must develop a national education strategy to help "renew and support" the country's deteriorating universities and colleges.

"This century is going to be about knowledge and acquiring and using information, and that means to me that governments just can't spend too much on education," Manley said.

"We need to find a way for the federal side to sustain the post-secondary system."

He added that Canada's education system faces as big a crisis as health care, but that Ottawa has had difficulty in developing a strategy for education because Canada remains the only industrialized nation that doesn't have a national department responsible for education and training.

CAUT President Tom Booth said he was encouraged by Manley's remarks but remains cautious about the government's plans for education.

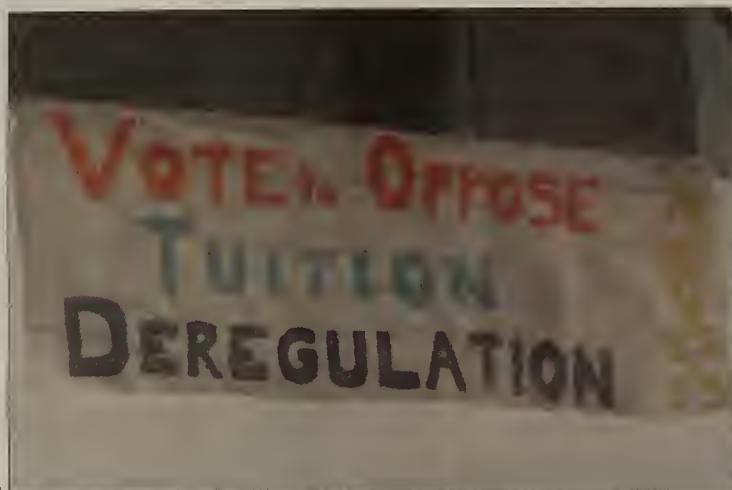
"The current way Ottawa provides funding to the provinces is full of holes since there is no accountability over how the money is spent," Booth said. "Until they address that issue, there's no real long term solution."

Booth noted that earlier this year CAUT wrote to the Prime Minister recommending that all federal education and training programs and agencies be consolidated into one ministry. ■



John Manley

Deregulation at Queen's



Deregulation in arts & science would increase the cost of education by almost \$3,000 per student over four years.

Students oppose deregulation of fees in campus referendum.

UNDERGRADUATE students at Queen's University have overwhelmingly rejected the deregulation of arts and science tuition fees. In a campus-wide referendum that saw a record-breaking 45 per cent voter turnout, nearly 92 per cent of students in the Arts and Sciences Undergraduate Society to strongly oppose the deregulation of tuition fees.

ASUS President Ryan Naidoo said the heavy voter turnout and the overwhelming response against deregulation gives the undergraduate society "a clear mandate."

"We can now go to the administration with the knowledge students want reassurance that access to a Queen's education will not be sacrificed," Naidoo said. "Never in memory has there been such an overwhelming turnout."

The referendum was organized by a coalition of student activists concerned about recent public statements made by Principal William Leggett who suggested the administration was in favour of removing provincially mandated caps on tuition.

In an interview with *Policy Options* in September, Leggett noted that although Ontario has deregulated tuition in many programs, the provincial government still sets allowable fee increases for arts, science and education. "Our real problems now are in arts, science and education, where tuition remains regulated and increases were recently limited to two per cent per year for the next five years," Leggett said. "That stifles our ability to invest in real innovation and quality in these areas."

Following these statements, students concerned about the impact of deregulation on tuition fees and access for lower income students immediately formed

a coalition to fight the plan. In November, the Coalition Against Deregulation invited David Robinson, CAUT's director of public policy and communications and a Queen's graduate, to speak at a public forum on the issue.

"Deregulation will shut the doors to low income and working class students," Robinson said. "This scheme is about creating a privatized, two-tier education system where the size of your wallet is what matters most."

Robinson rejected claims that Queen's was being forced to consider deregulation because of reduced revenues. He presented detailed financial data showing the university is in "very good financial health."

Following the forum, the coalition pressed the Arts and Sciences Undergraduate Society to hold a referendum on the issue in order to put increased pressure on the administration. Mike Pal of the Coalition Against Deregulation was surprised by the record-breaking voter turnout and attributed it to Leggett's dismissal of student concerns.

Leggett said that while he values student input, he would not find the results of a referendum binding. Pal noted, "I think that made people angry and they felt he was dismissive of student opinion and that's why there was such a huge turnout."

Council member Dave Contant said the referendum results show that students are deeply concerned about the prospect of deregulation.

"Students have shown this is an issue they are passionate about and they want to have a voice in," Contant explained. "They're willing to take time to learn about the issue and to have a say." ■

Nipissing Signs Majority of Contract Staff

THE Nipissing University Faculty Association (NUFA) signed 65 per cent of contract academic staff members and filed an application for certification with the Ontario Labour Relations Board in late November.

On Nov. 30, a week after the filing, the Board held a representation vote for Nipissing contract academic staff. The university's contract academic staff members were asked to vote on whether they want the Nipissing University Faculty Association to be their exclusive bargaining agent.

"Almost everyone who signed a NUFA card voted," said Bill Plumstead, a part-time instructor in English and a member of the organizing committee.

"Given the time of year, that several classes were over, and the fact that some members live considerable distances from the campus, this turnout is very gratifying and shows the tremendous amount of support among the part-timers for forming a NUFA bargaining unit," he said.

"This vote sends a clear, official message to the university that we mean business and that we are already an organized group."

Although the ballots will not be counted until a dispute with the school's administration over the composition of the bargaining unit is resolved, faculty association organizers are confident a strong majority have voted in favour of unionization.

"The organizing committee worked extremely hard, first in signing up two-thirds of the potential membership, then in making sure that everyone knew where they could cast their ballot," said faculty association president Roman Brozowski.

"The excellent showing on Nov. 30 is a real testament to their hard work, and their energy and dedication will be a real asset to NUFA."

On Dec. 20 faculty association and university representatives will meet with a labour board officer to discuss the dispute over the definition of the bargaining unit. Once an agreement is reached, the ballot boxes will be opened and the ballots counted.

If successful, Nipissing University Faculty Association will be granted a certificate for a new bargaining unit of part-time instructors and laboratory instructors. ■

COMMENTARY

Invention is the mother of necessity says Nobel laureate Arthur Kornberg.

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NEWS ACTUALITÉS

Trent University Moves Ahead with College Closure Despite Protests

PETER Robinson College will close as early as next summer, Trent University President Bonnie Patterson told a packed forum on campus Nov. 16. Trent intends to relocate the college on to the Symons campus as part of its Build 2000 initiative.

Just over a year ago, Trent's board of governors overruled the university's senate and voted to go ahead with a capital expansion plan which includes the closure of the school's two downtown colleges. Catharine Parr Trail College is slated to be moved in five to six years under the university's controversial development plan. Earlier this year Trent received \$26 million from the Ontario government's SuperBuild program for its development proposal.

At the November meeting almost 200 angry students packed the meeting room and demanded a voice in the decision-making process. Students said their main concern was lack of information about the way the capital plan is carried out. On Nov. 12 students set up a tent city and camped out for five days in front of the university's Bata Library to raise awareness about the capital development strategy.

More than 80 faculty have signed a petition calling for the downtown colleges to be kept open for at least the next six years.

A court challenge launched by two Trent professors to halt the project was lost in September, but Ian McLachlin and Andrew Wernick with the help of supporters, including CAUT, have sought leave to appeal the ruling. ■



Trent student protestors Jacob Potempski, left, Isabel Macdonald & Isaac Hale, camping out on campus November 14.

Student Coalition Fights Plan to Hike Tuition at Queen's University

By SARAH MILLER

As the end of the first academic term draws near, university students across the country are struggling to meet deadlines and complete assignments. Meanwhile, students at Queen's University are engaged in another struggle — the struggle to defend their right to accessible and affordable post-secondary education.

Queen's University Principal William Leggett announced in early October that the school's administration was considering the deregulation of arts and science tuition. Under this scheme, the university would ignore government caps on tuition increases, and instead set fees at a level it alone deems appropriate. Tuition fees, which students believe are already too high, could increase up to threefold under this plan.

In an article in the *Queen's University Alumni Review*, Leggett justified the plan by stating that "decades of government underfunding have led to increased class sizes, have reduced student/faculty interaction, and have affected the quality of our libraries, laboratories, and other vital campus facilities."

In order to make up for cuts in government support for post-secondary education and to achieve his vision of making Queen's the Princeton or Stanford of Canada, Leggett says the university has no choice but to increase tuition fees above the rate of two per cent per year, the maximum established by the Ontario government.

Since this proposal was first floated, the topic of deregulation has generated a great deal of debate among students. Reactions have been mixed, but a vast majority of Queen's students say Leggett's vision distresses them on a number of levels.

First, the principal has not set a maximum limit on tuition under deregulation. Queen's tuition levels are already among the highest in Canada, and the annual guessing game that takes place before students are told just how much their fees will go up makes it difficult to work out financial plans. Currently, students are responsible for paying for 35 per cent of the cost of their education. Under a deregulated system, that percentage could increase dramatically.

Even more troubling is the potential impact of deregulation on the accessibility and diversity of this school. Principal Leggett insists that "the makeup of our student body is uniquely pan-Canadian, and... increasingly international" and that he is committed to maintaining this diversity.

However, he makes no mention of the university's responsibility to provide opportunities for people from a broad range of social backgrounds. In fact, contrary to his claims about diversity, a recent study has shown the percentage of students with a family income of less than \$70,000 attending

Queen's dropped approximately five per cent from 1991-1998.

Deregulation would make matters worse. It would shut the door to numerous qualified students, including many of those in the local community of Kingston, who simply do not have the resources to attend. It would transform Queen's into a less accessible and ultimately less diverse institution that would fundamentally alter the range and depth of educational experiences students receive.

As a recent letter to the *Queen's Journal* from a parent of an undergraduate student put it: "I prefer to equate quality in higher education with its capacity to nurture in students their ability to enter fully into community life rather than to stand apart from it, and with its capacity to instill in students a passion for social democratic practices."

Open appeals to the principal and members of the Queen's student government to answer students' questions and concerns regarding deregulation have been ignored. Students have been left out of the real decision-making process. What response there has been from the administration has amounted to token gestures that dismally dismiss students' concerns.

As a result, students have taken the initiative of organizing and mobilizing around deregulation. A group of undergraduate and graduate students have formed a Coalition Against Deregulation and have been meeting regularly to consider the best way to raise awareness about the issue.

Late last month, after only a couple of weeks of preparation and rigorous campaigning, the coalition held a referendum on the issue. There was a 45 per cent student voter turnout — a record number for Queen's referendums and elections — and 92 per cent of voters opposed deregulation. These are numbers the principal and other decision makers can't take lightly when pressed to back off on deregulation.

However, students recognize the struggle against deregulation will not come to an end even with the referendum results. Leggett has already said he would not be bound by a referendum vote. Control over the decision lies in the hands of the administration and the board of governors, two groups not easily swayed by student lobbying.

The long-term aim of the Coalition Against Deregulation is to build links with as many members of the Queen's community as possible. With the support of staff, faculty, administrators, and members of the broader Kingston community, students will play a role in ensuring that Queen's remains committed to the principles of quality universal public education. ■

Sarah Miller is a second year arts student at Queen's University and a member of the Coalition Against Deregulation.



President's Column

International Coalition Builds Strong Ties

By TOM BOOTH

In early November when delegates to the 5th Tri-National Conference for the Defense of Public Education were informed of the recent faculty association strike at Memorial University of Newfoundland support was instantaneous and well articulated.

In Zacatecas, Mexico on Nov. 5, the 5th conference declares solidarity with striking professors at Memorial. On Nov. 8, the Mexican section of the Tri-National Coalition for the Defense of Public Education supports striking MUNFA members. The National Syndicate of Education Workers and the National Coalition of Education Workers send strong messages to St. John's in support of MUNFA. Further support comes from the National Coalition of University and Teachers Syndicate joined by nine affiliated associations. The Alliance of Health Workers and Public Servants, with nine signatory associations, pledges its total solidarity for the union.

The tri-national coalition has hosted biennial conferences in Mexico, Canada and the United States since 1993. It includes primary and secondary school teachers and professors and was established to promote cooperation between teaching organizations committed to improving public education.

Sharing information on impacts of trade agreements (initially NAFTA), on the right to public education and the rights of teachers and professors was also targeted. A network of researchers, exchanging data and participating in joint projects, was subsequently developed. Arising from these activities, tri-national actions for the defense of public education have been proposed and achieved.

Among actions proposed during the Mexico conference was reaffirmation of "the right to know and the right to learn," that access to education fosters citizenship and societal success, that the struggle to maintain viable and effective publicly funded schools and institutions of higher learning must continue, and that "students are not consumers, nor parents clients, nor education a commodity."

Delegates to the conference agreed to share information on public education, including research results. Links to language in collective agreements and exchange of information on news and events are now specifically identified as primary mutual interests. April 20, 2000 will be a Day of Public Action for Public Education in the Americas.

CAUT presented panels on higher education in Canada, university funding, intellectual property at Canadian universities, corporate control of education, and on-line education. Each panel was followed by commentary from the audience. These lively discussions touched on issues of funding, casualization, tenure, academic freedom, corporate influence in teaching and research, ownership of creative works and distance education. Issues of higher education in Canada, i.e., funding, privatization, corporate impacts, distance and on-line education, casualization, intellectual property, and trade law certainly resonate throughout the tri-national coalition. It is safe to say that we in Canadian universities have much to learn, and much to gain, particularly from Mexican partners. Forces of globalization have affected universities in the southern section of the coalition over a longer period than in the north and their impacts have, to date, been much more severe.

On the issues of distance education and devaluation of the segments of the professoriate, the committed support shown to striking MUNFA members by our Mexican colleagues gives testament to well-developed strategies required to successfully deal with some of the impacts of globalization on higher education.

We are fortunate that from inception founders of the coalition understood the possible effects of NAFTA on our institutions and profession. Their foresight brought international trade and higher education into juxtaposition in the hemispheric context. We of CAUT have much in common with the coalition and we should be active members in the future. Some of the benefits of participation and membership have already been experienced by MUNFA.

Homework!

Bikes that Pass at Noon

Ophelia lives in Edmonton and Desdemona lives in Calgary. One day, both young ladies set out on their bikes at exactly the same time heading for the city of the other in opposite directions along the same route. They each rode at a constant speed, although Ophelia was the faster. They passed at noon. Ophelia got to Calgary at four in the afternoon while Desdemona did not get to Edmonton until nine in the evening. At what time did the ladies start out?

Homework, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B1.

Future is Invented, Not Predicted

We cannot let the money-changers dominate our temples of science. No matter how counterintuitive it may seem, basic research remains the lifeline of practical advances.

By ARTHUR KORNBERG

WHEN I reflect on the progress of biomedical science in the past century, I think of scientists as generations of hunter-gatherers. The first two decades of the 20th century were dominated by the microbe hunters. They found the microbes responsible for the dreaded scourges of tuberculosis, cholera, diphtheria. But there remained terrible diseases for which no microbe could be found: scurvy, pellagra, rickets. These diseases proved to be due to the absence of trace substances in the diet, called vitamins. And so in the 1920s and 1930s, the microbe hunters were succeeded by a generation of vitamin hunters.

By the 1940s, most of the vitamins had been discovered and nutritional science was in its twilight. The big question was: "What do the vitamins do?" In my own career, I bridged the transition from vitamins to enzymes. In the 1940s and 1950s, we enzyme hunters occupied centre stage, showing how the vitamins attached to enzymes enabled them to perform the vital metabolic functions essential for growth and reproduction.

Enzyme hunters have been replaced by gene hunters, the genetic engineers and biotechnologists. Biotechnology, with its fabulous contributions to medicine, agriculture and basic science, has become a multibillion-dollar industry. The current age of gene hunting is undeniably the most golden in the history of biomedical science. The term "revolutionary" is often overused; not here. The effects of this advance on medicine, agriculture, industry, and basic science have not been exaggerated.

Yet, just as revolutionary, and almost unnoticed, is a development that lacks a name, has no obvious applications, but will surely lead to equally remarkable and unanticipated practical applications: I refer to the coalescence, the confluence and the merging of the numerous basic biologic and medical sciences into a single, unified discipline that has emerged because it is expressed in a single universal language, the molecular language of chemistry.

Much of life can already be understood in rational terms if expressed in the language of chemistry — an international language, a language without dialects, a language for all of time, and a language that explains where we came from, what we are, and where the physical world will allow us to go. Chemical and molecular language has great esthetic beauty and links the physical sciences to the biological and medical sciences.

In biomedical science today, we have a phenomenal capacity to acquire and integrate unprecedented quantities of sophisticated data. But invariably, the most crucial element in progress in bio-

medical science will rest with the individual scientist. And what's crucial is their institutional environment. They need up-to-date laboratory resources, and to be surrounded with kindred scientists to share ideas, techniques and reagents. It's essential for the institution, the community and the nation at large to assure scientists of a long-term commitment to foster first-class science. That means we must protect basic research in view of the growing connections between academia and industry.

With regard to medical research, the best plan over many decades has been no plan at all. The breakthroughs of recombinant DNA and genetic engineering, based on the discoveries of enzymes that make, break and seal DNA, were made in academic laboratories built and supported almost entirely by funds from the public sector. Support by industry and philanthropy can be helpful and catalytic, but cannot be sustained and substantial enough.

For 30 years, my research on the biosynthesis of the building blocks of nucleic acids, their assembly in DNA replication and the training of more than 100 young scientists, was funded with many millions of dollars from the U.S. National Institutes of Health without any promise or expectation that this research would lead to marketable products or procedures. No industrial organization had, or would ever have, the resources or disposition to invest in such long-range, apparently impractical programs. We carried out these studies to satisfy a need to understand the basic processes in cellular function. Yet to my great pleasure, such studies of the replication, repair and rearrangements of DNA have had many practical benefits.

The enzyme pathways of assembling DNA from its building blocks have provided the targets for the design of most drugs used today in the chemotherapy of cancer, AIDS, herpes and autoimmune diseases. These studies are also crucial to understanding the repair of DNA, so important in the aging process, and for understanding mutations and the origin of some cancers.

It may seem unreasonable and impractical, call it counterintuitive, that we can solve an urgent problem such as a disease by pursuing apparently unrelated questions in basic biology, chemistry, or physics. Yet, the pursuit of understanding the basic facts of nature has proven throughout the history of medical science to be the most practical, the most cost-effective route to successful drugs and devices.

Investigations that seemed totally irrelevant to any practical objective have yielded most of the major discoveries of medicine: X-rays, MRI, penicillin, polio vac-

cine. In the biochemistry department at Stanford, where recombinant DNA was discovered in 1972, we never anticipated the awesome biotechnologies of automated genome sequencing or computer-based bioinformatics. The discoveries on which these technologies were developed came from the pursuit of basic questions in physics, chemistry and biology, unrelated at the outset to a specific medical or practical problem.

Fax machines were invented 50 years ago, but it took a deteriorated postal service among other factors to make them the necessities they are today. I was surprised to learn that in the patent application for lasers in 1949, the only claim the inventors made for the laser was to erase errors in typing. There are similar examples from agriculture and industry. They contradict the common saying: "Necessity is the mother of invention." In fact, time and again, invention is the mother of our necessities.

There are many positive features of academic scientists and engineers participating as consultants and even as partners in biotech ventures. Companies provide a conduit for the vast knowledge generated in academia. The growing industry in turn provides more jobs to employ academic graduates and produce devices at lower prices.

But companies are not in business to do research and acquire knowledge for its own sake. Rather, they are in research to turn a profit. They possess neither the mandate nor the tradition to advance scholarship. Biotechnology companies must, instead, prove their profitability in the ebb and flow of financial markets and focus on short-term goals. Litigation in biotechnology has itself become a significant industry.

We cannot let the money-changers dominate our temples of science. Rather, let us understand the nature of the creative process and provide for its support. No matter how counterintuitive it may seem, basic research remains the lifeline of practical advances in medicine; pioneering inventions are the source of industrial strength. The future is not predicted; it is invented. ■

Nobel laureate Dr. Arthur Kornberg is professor emeritus at Stanford University's school of medicine. This commentary is excerpted from his presentation at the Gairdner Awards, which recognize medical scientists whose work has significantly improved the quality of human life. Established in 1957, Gairdners have been awarded to 256 scientists, of whom 54 (including Dr. Kornberg) have also won the Nobel Prize.

The views expressed are those of the author and not necessarily those of CAUT.

Commentary is a regular feature of the *Bulletin*. Readers are invited to submit articles for publication. Contact Liza Duhaine, managing editor for details. (duhaine@caut.ca). Commentary authors will be contacted only if their articles are accepted for publication.

Salutations of the calendrical period



The University of Windsor extends greetings and best wishes for a safe and happy holiday season, and for much prosperity in the new year.

* * * * *

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NEWS

York Staff on Strike

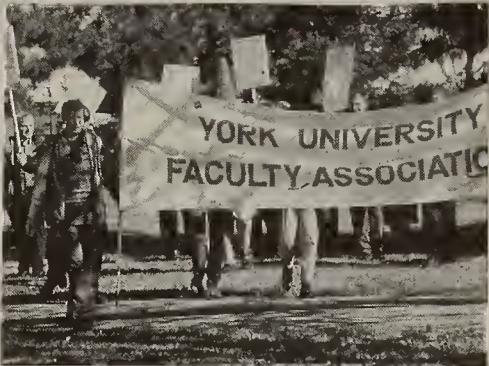


PHOTO COURTESY OF YUFA BORRMAN

YUFA's flying pickets in support of CUPE 3903.

MORE than 2,000 members of CUPE local 3903, representing graduate, research and teaching assistants as well as contract faculty at York University have been on strike since Oct. 26.

Strikers are fighting for job security for contract staff, protection from tuition increases for teaching assistants and graduate assistants, a fair first contract for graduate assistants, smaller class sizes, and a modest wage increase. The union says university administrators are "stonewalling on all of the key issues."

Tuition relief issues have been at the forefront of negotiations since the massive increases of the early 1990s and the recent deregulation of tuition fees. In 1996 CUPE negotiated a tuition rebate for teaching assistants at York and in 1998 it negotiated an indexed tuition rebate.

A recent statement by the York University Faculty Association (YUFA) noted that the York administration is seeking to end tuition indexation so York can fall in line with McMaster and Toronto which crushed attempts of their TAs to follow the York pattern.

"The York agreement sets a precedent that is troubling for other university presidents who are facing demands from their TAs for a similar provision," said CAUT executive director Jim Turk. "Yet, with it becoming increasingly difficult for TAs to survive on teaching assistant salaries after paying for sizeable tuition increases, it is vital that all of us do what we can to help the York TAs win their strike to preserve indexed tuition rebates and win wage increases."

YUFA President Penni Stewart agreed, "Full time graduate students are only permitted to work 10 hours per week. If forced to 'moonlight' in order to pay rent and to eat, students will find it impossible to meet programme and degree completion deadlines."

"This creates a problem not only for students, but also for the university because complete times and completion rates are taken into account in the regular review of graduate programmes conducted by the Ontario Council of Graduate Studies."

The university has also denied all efforts to extend the indexed tuition rebate and other benefits and wages that teaching assistants have to CUPE's newly-unionized members, the graduate and research assistants, who are predominantly Master's students.

In response to a bargaining proposal for a five per cent wage increase for contract faculty, the employer has offered one per cent and rejected the union's proposal for a cost of living allowance. Most critical of all the administration is attacking the job security of contract faculty members. Since 1988 the contract faculty agreement has included a program for converting successful applicants into tenured faculty positions. In this round of bargaining the employer is seeking to scuttle the conversion program.

There is no end in sight to the strike, now entering its second month. Says Rob Heyen, bargaining team member and local 3903 treasurer, "The administration's intransigence on every key issue has led to this strike, and is responsible for its continuation."

The administration broke off talks at the end of November and has said it will not return to the bargaining table unless the union substantially reduces its bargaining position.

"The effect on classes has been devastating and the term has ended in complete disarray. The loss to learning and the loss to the financial resources that support that learning by now are incalculable," said YUFA vice-president external Lorna Erwin. ■

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National Party Reps Debate Post-Secondary Education Issues

JUST days before the federal election, representatives of the four main national parties made a last minute pitch to CAUT Council delegates during a roundtable debate on post-secondary education.

Liberal MP Mauril Belanger struggled to defend his party's record, claiming federal funding to the provinces in support of education has now reached an all time high.

"When you look at the cash transfers, tax points and equalization payments, there is more money there than ever before," Belanger said. "So it's facile to say that we are underfunding education."

He also insisted his government has made education a priority by introducing the Canada Foundation for Innovation, the Millennium Scholarship program, and the Canada Research Chairs.

However, Council delegates reacted strongly when Belanger claimed that "no one is complaining about the research chairs."

"Come to my university," one delegate shouted. "This program has no support from us."

Nestor Gayowski of the Canadian Alliance said his party would restore cuts the Liberals had made to the granting councils and to transfers to the provinces, but would be reluctant to provide any tuition rollbacks or debt relief for students.

"Let's remember that it was this kind of thinking that led to the



Federal candidates address post-secondary education issues at CAUT's pre-election roundtable Nov. 24.

Above — Mauril Belanger of the Liberal Party & Nestor Gayowski of the Canadian Alliance.

collapse of the Soviet Union," Gayowski claimed. "Rather than letting the market decide, there was a subsidy for everything."

When asked whether their party would support the establishment of a national post-secondary education act modelled on the *Canada Health Act*, Stephen Woolcombe of the Progressive Conservatives said his party would restore federal transfers but would not be in favour of making the provinces more accountable.

"I don't think the time is right for the federal government to get directly involved in education," Woolcombe explained. "It would not be well received and would likely inflame the provinces."

Joseph Zebrowski of the NPD was more supportive, suggesting that Ottawa needs to set national objectives in order to ensure federal dollars earmarked for post-secondary education are spent as intended.

"Without some accountability mechanism, federal cash transfers may never be spent on universities and colleges," Zebrowski argued.

The Alliance's Gayowski said his party would respect the *British North America Act* which grants the provinces jurisdiction over education, while Belanger of the Liberals said he supports the idea of a federal post-secondary education act in principle, but that a full debate needs to take place. ■

Council Highlights

CIEA Joins CAUT

The College Institute Educators' Association of BC, a provincial union representing faculty and staff at British Columbia's university-colleges, community colleges and institutes, was welcomed into CAUT membership at CAUT's November Council meeting.

"We are delighted to formalize CAUT's longstanding relationship with CIEA," said CAUT president Tom Booth. "CIEA has a long and distinguished history as one of Canada's most effective provincial unions in postsecondary education. They will be a very valuable addition to CAUT."

Council delegates amended CAUT's By-laws last April to open membership to associations and unions representing academic staff at both degree-granting and non-degree granting post-secondary educational institutions. CIEA is the first organization to apply for membership under this new provision.

CIEA represents 1,126 academic staff at degree-granting university colleges among its 7,000 members across BC. Information about CIEA is available on its newly redesigned website: www.ciea.bc.ca.

Council Adopts Policy on Contract Academic Staff

Delegates to CAUT's 49th Council meeting in November voted overwhelmingly to adopt a policy statement asserting the right of all academic staff to fair and equitable treatment regardless of their employment status.

Titled, *Fairness for Contract Academic Staff*, the policy asserts that academic freedom should extend to all academic staff regardless of the nature of the appointment. The document also states that all academic staff have a right to fair remuneration, including compensation and support for course preparation, student involvement, scholarly activity, university service and professional development — proportionate to a full-time position having similar responsibilities and qualifications. The policy calls for all hiring procedures to provide for full academic peer participation, for clear procedures to determine the content of all job postings, and for seniority to be recognized for all academic staff. Agreements should provide clear procedures by which contract academic staff may transfer to other academic positions which become available and for which they are qualified.

À une question lui demandant si son parti appuierait une loi nationale sur l'enseignement postsecondaire calquée sur la *Loi canadienne sur la santé*, Stephen Woolcombe a répondu que le Parti progressiste-conservateur rétablirait les paiements de transfert mais qu'il ne serait pas en faveur de davantage d'imputabilité de la part des provinces.

« Je ne pense pas que le moment est bien choisi pour le gouvernement fédéral d'intervenir dans l'éducation », a expliqué M. Woolcombe. « Il ne serait pas bien accueilli et il exaspererait les provinces. »

Joseph Zebrowski, le candidat du NPD, s'est montré plus encourageant et a laissé entendre que le gouvernement fédéral devait établir des objectifs nationaux pour que les sommes allouées à l'enseignement postsecondaire soient dépendantes dans cette intention. ■

New Associate Member Categories

Now, graduate students and part-time academic staff members can join CAUT as individual associate members at reduced rates. Council delegates set the graduate student rate at \$25 and the rate for part-time academic staff members at \$29.40 — the same fee charged part-time members who join through faculty associations. Associate membership in CAUT is open to graduate students and academic staff members who are not eligible to join through a faculty association. Membership in the association as individual associate members includes people at universities or colleges where there is no member faculty association, retired academic staff, academic staff in other countries who are members of their national faculty organization, and foreign academics visiting Canada. The associate membership fee is \$95; the retired membership fee is \$25. Associate members receive a subscription to the *Bulletin*, are entitled to participate in CAUT conferences, workshops, educational programs, and CAUT affinity programs, and are eligible for election to the CAUT executive and CAUT standing committees. Further information on associate membership in CAUT can be obtained from CAUT's associate executive director Gordon Piche, gpiche@caut.ca.

New Policies & Model Clauses

CAUT Council has approved new policy statements on academic appointments and discipline, as well as four new model clauses.

The new appointments policy expressed concern about the casualization of academic work and the denial of appropriate terms and conditions of work for contract academic staff. It asserts the need for secure, full-time continuing appointments and for the protection of academic freedom. It also calls for all appointments to follow procedures that respect due process, allow peer review, are free of discrimination, and recognize the right of every academic staff member to participate fully in their profession. The policy on discipline insists that all disciplinary procedures respect academic freedom, are consistent with the principles of due process and natural justice, are subject to negotiations between the faculty association and the administration, and are communicated to all employees. No disciplinary investigation or action is to be based on anonymous complaints and all disciplinary sanctions must be grievable on both procedural and substantive grounds. New model clauses deal with evaluation of teaching performances, health and safety, long term disability benefits, and transfers. The librarians' committee also tabled with Council a new information paper on workload and one on user fees.

Débat animé à la table ronde électorale

QUELQUES jours avant les élections fédérales, des représentants des quatre principaux partis nationaux ont parlé de leur programme, dans un effort de dernière minute, devant les délégués du Conseil de l'ACPPU, à l'occasion d'une table ronde sur l'enseignement postsecondaire.

Le député liberal Mauril Belanger a défendu le bilan de son parti en prétendant que les crédits fédéraux versés aux provinces au titre de l'éducation atteignaient un sommet sans précédent.

« Les paiements de transfert en espèces, les points d'impôt et les paiements de péréquation, à eux seuls, représentent plus d'argent que jamais auparavant », a déclaré M. Belanger. « Il est donc facile de dire que nous ne finançons pas suffisamment l'éducation. »

Il a également affirmé que son gouvernement avait placé l'éducation parmi ses priorités en créant la Fondation canadienne pour l'innovation, le programme de bourses d'études du millénaire et les chaires de recherche du Canada.

Les délégués du Conseil ont toutefois vivement réagi lorsque M. Belanger a pretendu que personne ne s'était plaint des chaires de recherches.

« Venez à mon université », s'est écrit un délégué. « Nous n'appuyons pas du tout le programme. »

Nestor Gayowski, de l'Alliance canadienne, a déclaré que son parti rebâtirait les sommes soustraites par



À l'assemblée du Conseil, le 24 novembre, des candidats des quatre principaux partis fédéraux ont discuté de questions touchant l'enseignement postsecondaire.

Ci-dessus — Joseph Zebrowski, NPD et Stephen Woolcombe, PC.

les Libéraux aux conseils subventionnaires et aux paiements de transfert aux provinces. Le parti serait toutefois réticent à diminuer les droits de scolarité ou à alléger l'endettement des étudiants.

« Rappelez-vous que ce genre de réflexion a causé l'effondrement de l'Union soviétique », a ajouté M. Gayowski. « Au lieu de laisser le marché décider, on subventionnait tout. »

À une question lui demandant si son parti appuierait une loi nationale sur l'enseignement postsecondaire calquée sur la *Loi canadienne sur la santé*, Stephen Woolcombe a répondu que le Parti progressiste-conservateur rétablirait les paiements de transfert mais qu'il ne serait pas en faveur de davantage d'imputabilité de la part des provinces.

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Traduit de l'article « National Party Reps Debate Post-Secondary Education Issues »

COUNCIL REPORT RAPPORT DU CONSEIL

Le Conseil en bref

La CIEA adhère à l'ACPPU

La College Institute Educators' Association of BC, un syndicat provincial représentant les professeurs et le personnel des collèges universitaires, des collèges communautaires et des instituts de Colombie-Britannique a été admise au sein de l'ACPPU lors de l'assemblée de novembre du Conseil. « Nous sommes ravis d'officialiser les rapports de longue date entre l'ACPPU et la CIEA », a déclaré le président de l'ACPPU, Tom Booth. « Le long et remarquable passé de la CIEA en fait l'un des syndicats provinciaux les plus efficaces du secteur postsecondaire. Son arrivée à l'ACPPU sera un atout très précieux. » En avril dernier, les délégués du Conseil ont modifié les statuts de l'ACPPU pour permettre l'admission d'associations et de syndicats représentant des membres du corps universitaire des établissements d'enseignement postsecondaire conférant ou non des grades. La CIEA est le premier organisme à faire une demande d'adhésion en vertu de cette nouvelle disposition. La CIEA représente 1 120 universitaires de collèges universitaires conférant des grades sur 7 000 membres répartis en Colombie-Britannique.

Une politique sur le personnel contractuel

Les délégués à la 49^e assemblée du Conseil de l'ACPPU, tenue en novembre, ont voté avec une majorité écrasante en faveur de l'adoption d'un énoncé de principes faisant valoir le droit de tous les membres du corps universitaire à un traitement juste et équitable quels que soient leurs états de service. Intitulé *Énoncé de principes sur l'équité envers le personnel contractuel universitaire*, le document affirme que tous les membres du corps universitaire jouissent de la liberté universitaire, sans égard à la nature de leur nomination. Ils ont également droit à une rémunération juste, notamment à une rémunération et à un soutien pour la préparation des cours, la participation des étudiantes et étudiants, les activités de recherche, le service à l'université et le perfectionnement professionnel, établis proportionnellement à un poste à temps plein comportant des responsabilités et des qualifications semblables. L'énoncé de principes prône la pleine participation des pairs à toutes les procédures d'embauche, l'établissement de procédures claires pour déterminer le contenu de toutes les offres d'emploi affichées et la reconnaissance de l'ancienneté de tous les membres du corps universitaire. Les ententes devraient clairement préciser les procédures selon lesquelles les universitaires contractuels peuvent être mutés à d'autres postes universitaires vacants et pour lesquels ils sont qualifiés.

Nouvelles catégories de cotisations

Désormais, les étudiantes et étudiants diplômés ainsi que les universitaires à temps partiel pourront devenir membres de l'ACPPU à titre de membres individuels associés à des tarifs réduits. Les délégués du Conseil ont fixé à 25 \$ la cotisation des étudiantes et étudiants diplômés et à 29,40 \$ la cotisation des universitaires à temps partiel, soit la même cotisation exigée des membres à temps partiel qui adhèrent à l'ACPPU par l'entremise de leur association de professeurs. La catégorie de membres associés de l'ACPPU est ouverte aux étudiantes et étudiants diplômés et aux universitaires qui ne peuvent en être membres par l'entremise d'une association de professeurs. L'adhésion à l'ACPPU à titre de membre individuel associé est réservée aux personnes qui ne peuvent en devenir membres parce qu'il n'existe aucune association de professeurs à leur université ou collège, aux universitaires à la retraite, aux universitaires d'outre-mer qui sont membres de leur association nationale de professeurs et aux universitaires étrangers sejournant au Canada. La cotisation pour les membres associés est de 95 \$. La cotisation pour les membres à la retraite est de 25 \$. Les membres associés sont abonnés au *Bulletin*, ont le droit de participer aux colloques, aux ateliers, aux programmes de formation et aux programmes d'affinité de l'ACPPU et peuvent se faire élire au Comité de direction et aux comités permanents de l'ACPPU.

Adoption de clauses modèles et d'énoncés de principes

Le Conseil de l'ACPPU a approuvé des énoncés de principes sur les nominations professorales et sur les mesures disciplinaires ainsi qu'une nouvelle clause modèle. Dans son nouvel énoncé de principes sur les nominations professorales, l'ACPPU constate avec inquiétude la précarisation des postes universitaires et le refus d'accorder aux universitaires contractuels des conditions d'emploi acceptables. Le document affirme également le besoin de postes permanents, stables et à temps plein ainsi que la nécessité de protéger la liberté universitaire. L'énoncé prône des procédures claires qui respectent le recours équitable pour toutes les nominations, qui permettent l'évaluation par les pairs, qui sont exemptes de discrimination et qui reconnaissent le droit de chaque universitaire de participer pleinement à sa profession. L'énoncé de principes sur les mesures disciplinaires insiste sur le fait que toutes les procédures disciplinaires doivent respecter la liberté universitaire. Les nouvelles clauses modèles traitent de l'évaluation du rendement de l'enseignement, de santé et sécurité au travail, de prestations d'invalidité prolongée et de mutations.

Le prix Sarah-Shorten pour l'an 2000 est décerné à Susan Sherwin

SUSAN Sherwin, pionnière de l'étude sur la santé des femmes, est la lauréate du prix Sarah-Shorten de l'ACPPU pour l'an 2000. Considérée comme une défricheuse et une féministe courageuse, profondément engagée, Mme Sherwin a reçu le dixième prix annuel lors d'une cérémonie spéciale tenue à l'occasion de l'assemblée de novembre du Conseil de l'ACPPU.

« On reconnaît à Mme Sherwin d'avoir directement amélioré la vie d'innombrables femmes par son travail en tant que collègue et professeure à l'Université Dalhousie », a déclaré Jeannette Lynes, présidente du Comité du statut de la femme de l'ACPPU, en lui décernant le prix. « Les personnes qui ont soumis sa candidature ont louangé sans réserve son travail au nom des femmes de l'Université Dalhousie et d'ailleurs. »

Le commentaire suivant fait écho à tous les autres reçus pour la candidature de Mme Sherwin : « Le département de philosophie, l'Université Dalhousie et le milieu universitaire ne seraient pas les mêmes sans l'apport de femmes de la trempe de Sue. La vie professionnelle d'une féministe ne ressemble pas à une promenade dans un parc. Je la tiens donc en haute estime parce qu'elle a montré le chemin en créant un environnement moins hostile pour les suivantes. »

Depuis vingt-six ans, Mme Sherwin a voué sa carrière à la compréhension des dimensions éthiques complexes des questions reliées à la santé des femmes. Elle a publié des études sur des sujets aussi vastes que le cancer, les technologies de reproduction humaine, les maladies terminales et, plus récemment, la bioéthique et le SIDA. Son impressionnante bibliographie compte quatre livres, deux monographies, plus de vingt chapitres d'ouvrages et de nombreux articles parus dans des revues savantes. Mme Sherwin a obtenu de nombreuses et importantes subventions du CRSH pour faire avancer l'étude sur l'éthique féministe des soins de santé. En 1999, elle a été élue à la Société royale du Canada.

Pour les professeures, Mme Sherwin représente un important modèle professionnel. Au cours des vingt dernières années, elle a travaillé à plusieurs titres au sein de l'association des professeures de l'Université Dalhousie. De 1976 à 1981 et de 1983 à 1984, elle a été membre de l'exécutif. Elle a présidé l'association de 1977 à 1980. Mme Sherwin a siégé au comité de négociation de 1977 à 1980. Elle a été membre du comité consultatif sur la mise en œuvre de l'action positive et du comité d'élaboration d'une politique sur le racisme et le sexisme de 1991 à 1993.

Mme Sherwin a dirigé le département de philosophie de 1982 à 1987 et a coordonné les études sur la condition féminine de 1987 à 1989 et de 1989 à 1992. Mme Sherwin est l'une des fondatrices de la Dalhousie Women Faculty Organization. Elle a travaillé pour la Halifax Transition House Association et est actuellement membre du conseil d'administration de l'International Association of Bioethics.

« On lui attribue le mérite d'avoir contribué à améliorer le climat hostile que subissent les femmes de l'Université Dalhousie », a ajouté Mme Lynes. « Elle a servi de mentor à de nombreuses étudiantes dans une discipline traditionnellement dominée par les hommes. Son engagement pour les initiatives en matière d'équité est sans bornes et elle est considérée comme une source d'inspiration pour les femmes depuis près de trente ans. Mme Sherwin a clairement prouvé qu'elle satisfaisait aux critères du prix Sarah-Shorten par la qualité remarquable de sa contribution. »

L'ACPPU a créé le prix Sarah-Shorten en 1990 en l'honneur de la regrettée Sarah Shorten qui a assumé la présidence de l'ACPPU pendant deux mandats à la fin des années 1980. ■

Traduit de l'article « Susan Sherwin Wins Notable Sarah Shorten Award ».

Susan Sherwin Wins Notable Sarah Shorten Award

SUSAN Sherwin, a pioneer for the study of women's health, has been awarded CAUT's Sarah Shorten Award for 2000. Praised as a "trail blazer" and a "fearless, deeply-committed feminist" Dr. Sherwin was presented with the 10th annual award during a special ceremony held in conjunction with the November CAUT Council meeting in Ottawa.

"Dr. Sherwin has been credited with directly improving the lives of countless women through her work as a colleague and teacher at Dalhousie University," said Jeannette Lynes, chair of CAUT's Status of Women Committee, in presenting the award. "Nominators were unstinting in their praise of her work on behalf of women at Dalhousie University and beyond."

Comments such as the following typify the documentation for her nomination: "The department of philosophy, Dalhousie University and the university system would not be the same if it were not for the input that women like Sue contributed. The professional life of a feminist is not like a walk in the park; therefore, I hold Sue in great esteem because she has lead the way with the purpose of creating an environment less hostile to those who follow."

For the past 26 years, Dr. Sherwin has devoted her career to understanding the complex ethical dimensions of women's health issues.



Susan Sherwin

she was a member of the executive. She served as president from 1979-1980. She served on the negotiating committee from 1977-1980, and on the advisory committee on implementation of affirmative action and the committee on developing a policy on racism and sexism from 1991-1993.

Dr. Sherwin was chairperson of the philosophy department from 1982-1987, the coordinator of women's studies from 1987-1988 and 1989-1992, and a founder of the Dalhousie Women Faculty Organization. She has worked with the Halifax Transition House Association and is currently a member of the board for the International Association of Bioethics.

"Dr. Sherwin is credited as instrumental in improving the chilly climate for women at Dalhousie University," Lynes said. "She has mentored numerous female students in a discipline which has been traditionally male-dominated. Her commitment to equity initiatives is unstinting and she is cited as someone who has been an inspiration to women for almost three decades. Dr. Sherwin clearly demonstrates the outstanding quality of contributions established in the criteria of the Sarah Shorten Award."

The Sarah Shorten Award was established by CAUT in 1990 in honour of the late Sarah Shorten who served two terms as president of CAUT in the 1980s. ■

Acts of Memory — The Legacy of the Montreal Massacre

From the École Polytechnique shooting came a determination to understand and change a society that often ignored such violence.

By EDITH ZORYCHTA

It has been 11 years since the massacre of 14 young Canadian women. On Dec. 6, 1989, a killer walked into classrooms at the University of Montreal's École Polytechnique, ordered the men to leave, and fired his automatic weapons at every woman in sight. Because they were women. Because he thought women should not be allowed the same education as men. Because successful women were "feminists" and he shouted "I hate feminists" as he targeted his victims.

The outcome of this tragedy has not been what the killer intended. Canadians have erected close to 30 permanent monuments to the women who died on Dec. 6, 1989. In stone, marble, and granite their names are engraved, not to be forgotten. Other forms of memorials are found in almost every community — flower gardens, works of art, projects mounted on

the walls of schools and universities on our national day of commemoration. These memorials are visible reflections of a primary outcome of the massacre — a fundamental change in our collective consciousness, a greater public awareness of misogyny and the extent of violence against women.

From this horrible event came a determination to understand and change a society that often ignored such violence. For each physical memorial there are hundreds of action-oriented projects, both large and small, in response to the massacre. We are improving our gun control legislation, discussing gender discrimination in school classrooms, thawing the "chilly climates" for women in traditionally male professions, making movies and writing novels, all directed at change. A CAUT initiative led to the establishment of 14 scholarships for women in engineering by Industry Canada, Science and

Technology — one example among many within our universities. The outcome in Canada's engineering faculties has been significant: the number of female students has more than doubled since 1989.

In addition to their positive features, these memorials evoke some unsettling questions. Do they divert our attention from the disadvantages to women caused by massive decreases in government funding of health care, women's projects, and education over the last 11 years? Do they allow us to feel we have dealt with the problems, rather than awakening us to what still needs to be done? As we memorialize the 14 women who died on Dec. 6, the goal formulated in 1989 must remain at the heart of the process: First Mourn ... Then Work for Change. ■

Edith Zorychta is a member of CAUT's Status of Women Committee, and professor of pathology at McGill University.



Pour ne jamais oublier : des gestes commémoratifs

Il s'est écoulé onze ans depuis l'assassinat de quatorze jeunes canadiennes. Le 6 décembre 1989, un tireur fou est entré dans des classes de l'École Polytechnique de l'Université de Montréal, a ordonné aux hommes de sortir et a fait feu, à l'aide d'armes automatiques, sur toutes les femmes dans sa ligne de mire. Parce qu'elles étaient des femmes. Parce qu'il croyait que les femmes ne devaient pas avoir droit à la même instruction que les hommes. Parce que les femmes qui réussissaient étaient, pour lui, des féministes. « Je hais les féministes », hurlait-il en mettant ses victimes en jeu.

Cette tragédie n'a pas eu les répercussions voulues par ce tueur. Les Canadiens et les Canadiennes ont élevé près de 30 monuments permanents à la mémoire des femmes mortes le 6 décembre 1989. Leurs noms sont gravés dans la pierre, le marbre et le granit pour qu'on ne les oublie pas. On trouve d'autres œuvres commémoratives dans presque toutes les collectivités, des jardins de fleurs aux œuvres d'art en passant par des projets exposés sur les murs des écoles et des universités lors de la journée nationale de commémoration. Ces monuments sont le reflet de la principale répercussion du massacre, soit un changement fondamental de notre conscience collective, une plus grande sensibilisation du public à la misogynie et à l'ampleur de la violence à l'encontre des femmes.

Cette horrible journée a donné naissance à la volonté de comprendre et de transformer une société qui ferme souvent les yeux sur ce genre de violence. Il existe, pour chaque monument, des centaines

de petits et grands projets pragmatiques qui sont une réponse à la tuerie. Nous améliorons les mesures législatives sur le contrôle des armes à feu, nous discutons de la discrimination fondée sur le sexe dans les classes, nous atténuons le climat hostile à l'égard des femmes dans les professions traditionnellement réservées aux hommes, nous faisons des films et nous écrivons des romans. Tout cela pour changer les choses.

Grâce à une initiative de l'ACPPU, le ministère fédéral de l'Industrie (Sciences et Technologie) a créé 14 bourses pour les étudiantes en génie, un exemple parmi de nombreux autres au sein de nos universités. Des résultats se sont considérablement fait sentir dans les facultés de génie du Canada : le nombre d'étudiantes a plus que doublé depuis 1989.

Outre ces aspects positifs, les monuments suscitent d'inquiétantes questions. Est-ce qu'ils détournent notre attention des désavantages dont souffrent les femmes en raison des coupes sombres dans le financement public au titre de la santé, des projets des femmes et de l'éducation depuis onze ans?

Est-ce qu'ils nous permettent de dire que nous avons réglé les problèmes au lieu de nous rappeler ce qu'il reste encore à faire? A l'heure où nous commémorons les quatorze femmes décédées le 6 décembre, l'objectif formulé en 1989 doit demeurer au cœur de notre action : d'abord pleurer leur disparition, puis travailler au changement. ■

Traduit de l'article « Acts of Memory — The Legacy of the Montreal Massacre ». ■

Gun Control Under Control?

By WENDY CUKIER

ONE of the legacies of the Montreal massacre in 1989 was Canada's new gun control law. The students, faculty and administration of École Polytechnique, the families of the victims, and groups from across the country joined to advocate for stricter laws.

CAUT was among the groups endorsing the work of the Coalition for Gun Control along with the Association of Universities and Colleges of Canada, the Canadian Association of Chiefs of Police, the Canadian Public Health Association, the Canadian Labour Congress, the YWCA of Canada and other organizations from across the country.

Their efforts paid off. Bill C-17 was introduced in 1991 and offered some improvements to the law although many felt it did not go far enough. The petition initiated by Concordia University which called for a ban on handguns following tragic shootings of Michael Hogben, Mathew Douglas, Jaan Saber and Phoivos Ziogas on Aug. 24, 1992 added impetus to the movement.

New firearms legislation, Bill C-68, was announced in 1994 and after a protracted struggle was proclaimed on Dec. 6, 1995. It requires all gun owners to be screened and licensed (by 2001) and all guns to be registered (by 2003). It prohibits small barreled handguns, although current owners were grandfathered. It responds to the recommendations of six separate inquests. It brings Canada in line with most industrialized countries and the 1997 resolution of the United Nations Commission on Crime Prevention and Criminal Justice.

However, the struggle for effective gun control did not end with the passage of the legislation. The gun lobby and its powerful al-

tightly linked to Parliament's goal of promoting safety by reducing the misuse of any and all firearms.

Both portions are integral and necessary to the operation of the scheme."

Yet, opposition to the law persists. In the recent election, while the Liberals and the Bloc Québécois reiterated their support for the law, the Canadian Alliance and Progressive Conservatives pledged to repeal the law. In fact, last February, the Canadian Alliance, which has documented links to the gun lobby, passed a resolution reaffirming the right to arm, in spite of the fact that no such right exists in Canada.

Although a Gallup Poll conducted Oct. 16-22, 2000 emphasized that seven out of 10 Canadians, a majority in every region, support registration of all firearms, candidates seemed to be tripping over each other in efforts to appease the gun lobby.

The parents of the victims of the murders at École Polytechnique have called the law "a monument to the memory of our daughters." Although we have come a long way since we began almost 11 years ago, the struggle to preserve this legacy is by no means over. ■

Plaque at École Polytechnique in memory of the 14 women killed.

lies continue to use everything at their disposal to fight the law. On Dec. 2, 1996 the province of Alberta launched a constitutional challenge to the law arguing that while handguns were inherently dangerous and within federal jurisdiction, rifles and shotguns or "ordinary" guns were private property and provincial responsibilities.

On June 15, 2000, in a unanimous decision, the Supreme Court of Canada upheld the constitutionality of the firearms law. It also maintained that "The registration provisions cannot be severed from the rest of the Act. The licensing provisions require everyone who possesses a gun to be licensed; the registration provisions require all guns to be registered. These portions of the Firearms Act are both

Wendy Cukier is a professor of justice studies and associate director of the school of information technology management at Ryerson Polytechnic University.

Currently, the position of the Coalition for Gun Control is endorsed by more than 350 organizations and over 12,000 individuals. For more information, visit the Coalition for Gun Control's web site at www.guncontrol.ca.

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NEWS

Newsline

Strike Continues at Trois-Rivières

On Nov. 8 sessional lecturers at the University of Quebec at Trois-Rivières resumed their strike after eight months of failed talks and suspended job action. In January 2000 after almost a year of negotiations the lecturers voted 95 per cent in favour of a strike and walked out on Feb. 21. A week later they suspended strike action and negotiations resumed. In March, the unions that represent sessional lecturers in Quebec met at Trois-Rivières to establish an Interunion Coalition, and renew their support of colleagues in Trois-Rivières. In the intervening months the UQTR administration imposed a partial lockout of sessional lecturers teaching summer courses even though negotiations continued. Efforts at conciliation have failed, and on Aug. 23 UQTR left the bargaining table. The main issues in dispute are workload, university service and salary. The lecturers have been without a contract since June 1, 1999. The strike affects about half of all courses offered this semester. In 1996-97, part-time lecturers at the university went on strike for 40 days over monetary issues.

Victory at Memorial

Faculty and librarians were back on the job at Memorial University on Nov. 14 after a two-week strike. After an all night session that began on Nov. 10 the two negotiating teams reached agreement on several key issues with the assistance of a conciliator. "In some instances, we have successfully resisted clawbacks to our current collective agreement," said Noel Roy, president of Memorial University of Newfoundland Faculty Association. "In many others we have made substantial gains." The new collective agreement will provide a more equitable distribution of salary; substantial salary increases; language that makes clear that total salary (basic annual salary plus market differential) cannot be reduced; and, procedures to initiate pension reform. "Our objective throughout was to move towards a fair and equitable settlement," Noel said, "and to resist the administration's attempt to weaken practically every article of the collective agreement. Rather than submit to their 'take it or leave it' approach, we pressed for and negotiated better contract language, better working conditions, and better salaries for all."

CAUT Education Courses

Collective Bargaining

An introductory course directed at faculty association members with little or no negotiation experience. Through a highly realistic simulated round of negotiations the course allows participants to develop bargaining, language drafting and team work skills as well as experience the dynamics of the negotiating table. The session begins with a review of the legal framework governing bargaining and a discussion of the rules of contractual interpretation.

Grievance Handling

An introductory course to learn how to respond to members' complaints and determine whether filing a grievance is an appropriate option. Through a series of exercises, participants learn how to proceed with a grievance through the step process — initial fact-finding, drafting the grievance, and settlement discussions. The course concludes with a brief introduction to the arbitration process.

Grievance Arbitration

An introduction to presenting a grievance at arbitration. Participants develop an imaginary case for arbitration and see it through a hearing. The course focuses on legal research skills and the art of advocacy, including how to approach and develop a case as well as techniques for direct examination, cross examination and opening and closing arguments.

Being a Rep

This course is directed at executive and council members and/or stewards — the faculty association's front line. Through a combination of exercises, role-playing and lecture presentations faculty association representatives learn about the history and role of faculty associations and techniques for informing, representing and mobilizing the membership.



For more information on CAUT's course offerings contact research & education officer Paul Jones (jones@caut.ca).

Manley admet l'état de désuétude des universités

SELON l'ancien ministre de l'Industrie, John Manley, le plus grand défi que doit relever le gouvernement est de déterminer comment reconstruire un système d'éducation postsecondaire qui tombe en ruines.

Dans une entrevue accordée à la rédaction du *Citizen* d'Ottawa tout juste avant les élections fédérales, M. Manley a laissé entendre que son gouvernement devait élaborer une stratégie nationale ayant pour objectif le renouvellement et le financement des universités et des collèges qui sont en train de se détériorer.

« Le siècle actuel sera axé sur le savoir ainsi que sur l'acquisition et l'utilisation de l'information. Les gouvernements ne peuvent donc trop dépenser en éducation et nous devrons trouver un moyen pour que le fédéral soutienne le système d'enseignement postsecondaire », a déclaré M. Manley.

Il a ajouté que la crise qui frappait le système d'éducation du Canada était aussi forte que celle du secteur de la santé mais que le gouvernement fédéral avait eu de la difficulté à élaborer une stratégie en matière d'éducation. Il a justifié ce problème par le fait que le Canada était le seul pays industrialisé à ne pas être doté d'un ministère national responsable de

l'éducation et de la formation.

Tom Booth, le président de l'ACPPU, s'est dit encouragé par les commentaires de M. Manley mais demeure prudent quant aux projets du gouvernement en matière d'éducation.

« La méthode actuelle de transfert de fonds publics aux gouvernements provinciaux est remplie de lacunes car elle ne les oblige pas à rendre compte de la manière dont ils dépensent ces fonds », a-t-il ajouté. « Tant que le fédéral ne réglera pas le problème, il n'y aura aucune véritable solution à long terme. »

M. Booth a rappelé que, plus tôt cette année, l'ACPPU avait écrit au premier ministre pour lui recommander de réunir en un seul ministère tous les programmes et organismes fédéraux d'éducation et de formation.

M. Manley a reconnu que les compressions fédérales et provinciales entraînaient la détérioration des infrastructures des universités et la hausse des droits de scolarité. Il a ajouté que le nombre de professeurs d'universités chutait sensiblement en même temps qu'une vague de professeurs se préparent à prendre leur retraite. ■

Traduit de l'article « Universities Are 'Crumbling' Manley Admits »,

La grève se poursuit à l'UQTR

LE 8 novembre, les chargés de cours de l'Université du Québec à Trois-Rivières ont repris leur grève après huit mois de vaines négociations et la suspension des moyens de pression.

Après presque un an de négociations, les chargés de cours ont voté, en janvier 2000, à 95 p. 100 en faveur de la grève. Le 21 février, ils débraient. Une semaine plus tard, ils suspendaient leur grève et reprenaient les négociations.

En mars, les syndicats représentant les chargés de cours au Québec se sont réunis à Trois-Rivières pour créer l'Intersyndicale et réitérer leur appui à leurs collègues de Trois-Rivières.

Pendant les mois qui ont suivi, l'administration de l'UQTR a imposé un lock-out partiel aux chargés de cours dispensant des cours d'été malgré la poursuite des négociations. La conciliation ayant échoué, l'UQTR a quitté la table de négociation le 23 août.

Les principaux points en litige sont la charge de travail et les salaires. Les charges de cours sont sous contrat de travail depuis le 1^{er} juin 1999. La grève touche environ la moitié des cours offerts pendant la présente session. ■

Traduit de l'article « Strike Continues at Trois-Rivières »,

Conference Report

Barlow Sets Tone for Women's Conference



Maude Barlow (third from right) with CAUT's Status of Women Committee.

By JEANETTE LYNES

ABOUT 85 participants attended the biennial CAUT Status of Women Committee conference held at the Windsor Hilton Oct. 26-28. Keynote opening speaker Maude Barlow set the tone for the conference with her address "Trading It All Away: The World Trade Organization and the Corporate Colonization of Higher Education." Barlow, who is volunteer chairperson for the Council of Canadians, warned there is a battle for control of public services such as health care and education. "As educators, activists and citizens we must fight for public education and we must build a new, civil society based on human rights and the recognition of inclusion," she said.

These remarks reverberated throughout the conference. Jenny Hornosty, recipient of the 1999 Sarah Shorten Award, argued we must reconceptualize the academic profession to make it more equitable and more inclusive.

Equity programs — specifically, the Federal Contractors' Program — must be reexamined argued two feminist scholars from the University of Saskatchewan.

Colonization, the theme set out so well in Barlow's address, was illustrated in conference panels on contract academic staff and women's studies. Strategies for dealing with discrimination, for organizing, for mobilizing women within faculty associations, and for coalition building were also addressed in conference sessions. Two activists from the Canadian Auto Workers union outlined the gains that had been achieved within their locals through concerted organization efforts.

Guest speaker Dr. Lowell Evert from the University of Waterloo delivered a talk on human rights and the culture of peace.

The final afternoon of the conference included a workshop on equity issues, and an open forum with delegates and members of the status of women committee. ■

Jeanette Lynes is chair of CAUT's Status of Women Committee.

The status of women committee is very grateful to University of Windsor Faculty Association resource advisor Nancy Sennema and members Anne Forrest, Pam Milne, Christina Simmons and Janice Drakich for their help with the conference.

Third Term Majority Government for Jean Chrétien's Liberals

JEAN Chrétien's Liberals captured their third consecutive majority government by sweeping Ontario and regaining seats in Atlantic Canada and Quebec, but it's a win that leaves the country sharply divided along regional lines and gives the Liberals an unclear mandate.

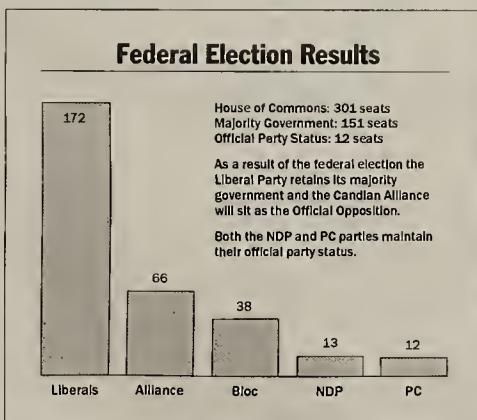
"There really was no clear issue that defined the campaign and that would give the Liberals a mandate from the electorate," said CAUT president Tom Booth.

"There was a lot of mudslinging and personal attacks, but little real discussion about the concerns that Canadians want the next government to address."

The election saw the Liberals bounce back in Atlantic Canada from their poor showing in 1997 and make surprising gains in Quebec at the expense of the Bloc Québécois. The Liberals also maintained their stranglehold on Ontario, winning 100 of the province's 103 ridings.

In Western Canada, the Canadian Alliance strengthened its support with gains in Saskatchewan, and British Columbia, but the party failed to make the coveted breakthrough in Ontario. After a two-year effort to refashion itself out of the old Reform Party, the Canadian Alliance was soundly rejected by Ontario voters, with the party winning just two seats.

Despite a last minute gain in the polls, the Progressive Conser-



atives managed to win only 12 seats, just enough to maintain their official party status in the House of Commons. The New Democratic Party suffered losses in Atlantic Canada, but managed to hang on to 13 seats.

Booth noted the near record low voter turnout in the election suggests the Liberals may need to use the next session of Parliament to reach out to those Canadians who feel disenfranchised from the political process.

"I think a lot of voters felt this was an unnecessary election and that there was little debate about

their priorities," Booth said. "The two main parties had a lot to say about cutting taxes, but polls consistently show most Canadians want action on health care and on education. That probably turned a lot of people off."

In the first week of the campaign, CAUT released a poll showing that 51 per cent of Canadians said the first priority of the next federal government should be to use the surplus to increase spending on health care and education. By contrast, only 21 per cent favoured income tax cuts. ■

Rising Student Debt Hurts Access in Britain

STUDENT access to English and Welsh universities has been undermined by the imposition of tuition fees and the ending of needs-tested maintenance grants, according to a recently released report.

For the second year in a row, full-time student recruitment targets are not being met at English and Welsh universities. But targets are being met in Scotland where Scottish students do not pay tuition fees up front and where maintenance grants are paid to poor students.

The report from the National Union of Students shows that the number of males from skilled, partly skilled and unskilled backgrounds, applying for full-time un-

dergraduate programs, fell by almost seven per cent between 1997 and 1999.

Applications from black males of African and Caribbean backgrounds fell by nearly 11 per cent and nine per cent respectively.

"Black students and students from low income families are far less likely to enter higher education if they are liable to get into significant debt," said NUS president Owain James. "The numbers of students within these groups have fallen as a direct result of the imposition of tuition fees." ■

The student report *Equal Access or Elitist Entry?* can be viewed at www.nusonline.co.uk.



CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the Executive Committee, namely:

- CAUT President;
- Vice-President; and
- Two members-at-large.

Nominations are also being sought for election to positions on three of the four CAUT standing committees:

- Academic Freedom and Tenure — one vacancy;
- Librarians — one vacancy; and
- Status of Women — two vacancies including the Chair.

Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in April 2001.

EXECUTIVE COMMITTEE MEMBERS

The Executive Committee consists of the President, the Past-President, the Vice-President, the Treasurer, the chairs of the four standing committees and two members-at-large.

The President: Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President: Responsible, in particular, for the publications program of CAUT and, as a senior officer, for assisting the President with his or her responsibilities.

STANDING COMMITTEE MEMBERS

Academic Freedom and Tenure Committee: Nominees for positions on the Academic Freedom and Tenure Committee should have considerable experience in the area of professional rights, grievances and discrimination policy. Nominees should also have knowledge of policy matters pertaining to academic rights. Nominees should be able to dedicate considerable time to the work of the committee between meetings (four per year) including fact-finding missions, drafting of documents, and other related duties.

Librarians' Committee: Nominees for positions on the Librarians' Committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be able to dedicate significant time to the committee's work between meetings (four per year), including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Status of Women Committee: Nominees for positions on the Status of Women Committee should have considerable experience representing the interests of and coordinating strategies promoting the status of women. Nominees should also have knowledge of policy matters pertaining to the status of women. Nominees should be able to dedicate considerable time to the work of the committee between meetings (four per year), including the biennial conference planning, drafting of documents, and other related duties.

TERM OF OFFICE

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for the Chair of the Status of Women Committee is two years. (Nominees for the position of chair normally must have served at least one year on the committee.) The term of office for members of CAUT standing committees is three years.

NOMINATION PROCEDURE

Nominations should be sent to:

Professor Gordon Shrimpton
Chair, Elections and Resolutions Committee
CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2
Fax: (613) 820-7244

They should include: (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; (4) a completed copy of the "Standard Information Form" (available from any faculty association office or from the CAUT web site); and (5) for nominees to the Academic Freedom and Tenure Committee, a full academic c.v.

Note: Information on release time for CAUT Officer positions and CAUT Standing Committee Chairs can be found in the Information Service tab no. 48 pages 6-7.

NOMINATION DEADLINES

- Academic Freedom and Tenure Committee: January 7, 2001
- Librarians' Committee: January 7, 2001
- Status of Women Committee: January 7, 2001
- All other nominations: March 31, 2001



APPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS DE L'ACPPU, DE PRÉSIDENTS ET DE MEMBRES DES COMITÉS PERMANENTS

Nous sollicitons activement des candidatures à des postes au Comité de direction, soit :

- La présidence,
- La vice-présidence, et
- Deux postes de membres ordinaires de l'ACPPU.

En outre, nous sollicitons des candidatures à des postes à trois des quatre comités permanents de l'ACPPU :

- Un poste au Comité de la liberté universitaire et de la permanence de l'emploi;
- Un poste au Comité des bibliothécaires;
- Deux postes au Comité du statut de la femme dont celui de la présidence.

Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2001.

LES MEMBRES DU COMITÉ DE DIRECTION

La présidence : La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence : La personne élue est responsable, en particulier, du programme des publications de l'ACPPU et, en tant que dirigeant supérieur, elle aide la présidente ou le président à s'acquitter de ses responsabilités.

Le Comité de direction se compose du président, du président sortant, du vice-président, du trésorier, des présidents des quatre comités permanents, et de deux membres ordinaires élus par le Conseil.

LES MEMBRES DES COMITÉS PERMANENTS

Le Comité de la liberté universitaire et de la permanence de l'emploi : Les candidats et candidates à des postes au Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans le domaine des droits professionnels, des griefs et des politiques concernant la discrimination. Ils devraient également connaître les questions de principe relatives aux droits des universitaires. Les candidats et candidates devraient être prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (quatre par année) et à participer, notamment, à des missions d'enquête, à la rédaction de documents et à d'autres tâches connexes.

Le Comité des bibliothécaires : Les candidats et candidates à des postes du Comité des bibliothécaires devraient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université. Ils devraient être prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (quatre par année) notamment en participant à l'organisation du colloque biennal, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes.

Le Comité du statut de la femme : Les candidates à des postes du Comité du statut de la femme devraient avoir une expérience considérable dans la représentation des intérêts des femmes et dans la coordination de stratégies mettant en valeur la condition des femmes. Les candidates devraient également connaître les questions de principe touchant la condition des femmes. Elles devraient être prêtes à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) et à l'organisation du colloque biennal, à la rédaction de documents et à d'autres tâches connexes.

MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat de la présidence du Comité des bibliothécaires, du Comité du statut de la femme est de deux ans. (Les candidates à la présidence doivent normalement avoir siégé au moins un an au comité.) Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à :

Mr. Gordon Shrimpton
Président, Comité des élections et résolutions
ACPPU, 2675, prom. Queensview Ottawa (ON) K2B 8K2
Télécopieur: (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature : (1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au comité advenant son élection; (4) une copie du formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs ou de l'ACPPU; et (5) pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Note : Les renseignements au sujet du dégagement pour les postes au Comité de direction ainsi que les présidences des comités permanents de l'ACPPU se trouvent dans le service d'information, sous l'onglet 48, aux pages 6-7.

LES DATES LIMITES

- Le Comité de la liberté universitaire et de la permanence de l'emploi : le 7 janvier 2001
- Le Comité des bibliothécaires : le 7 janvier 2001
- Le Comité du statut de la femme : le 7 janvier 2001
- Toutes les autres mises en candidature : le 31 mars 2001



POSITIONS AVAILABLE

St. Francis Xavier University located in Antigonish in northeastern Nova Scotia, through its twenty-five departments, offers a comprehensive array of undergraduate programs in Arts, Science, Business Administration, Education, Information Systems, Human Kinetics, Human Nutrition, Music and Nursing as well as Masters programs in selected areas. In addition to its excellence in teaching, and in support of that primary activity, the university sees faculty involvement in research, reflective inquiry and creative work as essential. StFX will continue to commit resources to the encouragement of these endeavours.

DIRECTOR — THE GERALD SCHWARTZ SCHOOL OF BUSINESS AND INFORMATION SYSTEMS

The recently established Schwartz School offers two Bachelor degrees, one in Business Administration and one in Information Systems. The School has an enrollment of 760 students or 20% of the total student population at StFX. Twenty-five full-time professors offer expertise in areas such as accounting, marketing, finance and information systems (including SAP/ERP). The School prepares students for leadership roles in the knowledge based economy by exploring the transforming effect that information systems is having on all management functions and by incorporating liberal arts courses into the business/information systems curriculum.

We are looking for a person to become the first Director of the Schwartz School. That person must be a visionary; a builder. Exceptional leadership qualities will be necessary to continue the integration of the information systems and business programs. A strong emphasis on research and teaching excellence in the School will be a priority. Extensive business and public sector links will be necessary to enable the new Director to raise the profile of the School and to develop innovative student programs. The School is an important part of the Faculty of Arts at StFX. The School's Director will work closely with the Dean of Arts and will oversee the Chairs of the School's business administration and information systems departments. Applications will be considered from January 15, 2001. Send documentation to: **Dr. R.W. Johnson, Academic Vice-President.**

FACULTY OF ARTS

ECONOMICS — Tenure Track — Applications are invited for a probationary, tenure-track position commencing August 1, 2001. The position will require the teaching of natural resource and environmental economics as part of the university's undergraduate program in Aquatic Resources as well as the teaching of the usual undergraduate economics courses. An active research program in the economic field is expected of the successful candidate. Candidates should have completed a PhD program and have a strong commitment to teaching and research. Send documentation to: **Dr. Cyril Grant, Chair, Department of Economics, Phone (902) 867-2113; e-mail: cgrant@stfx.ca.**

EDUCATION — Tenure Track — The Department invites applications for a probationary appointment, preferably with strengths in authentic classroom assessment and inclusive practices for students with diverse learning needs. The candidate should be prepared to deal with broader issues of curriculum and instruction at all levels but particularly the middle years. The successful candidate will collaborate and contribute to both the university community and the wider education community. Teaching will be at both the 8ED and MEd levels and includes the supervision of thesis and projects. The Department strives for excellence in both undergraduate and graduate education, and the successful candidate will have demonstrated ability and outstanding potential for excellence in both teaching and research. Teaching experience in a school system is essential. Applicants should have a completed PhD and an established research agenda. The appointment will be made at the rank of Assistant Professor. Send documentation to: **Dr. Ann Sherman, Chair, Department of Education, Phone 902-867-5163; Fax (902) 867-3887; e-mail: asherman@stfx.ca.** The deadline for applications is **January 15, 2001.**

BUSINESS ADMINISTRATION — Tenure Track — The Gerald S. Schwartz School of Business and Information Systems invites applications for a position in Marketing. This position, to begin August 1, 2001, will be at the rank of Assistant Professor. The successful candidate should possess a completed, or nearly completed, doctoral degree, relevant teaching experience and a record of scholarly activity. Send documentation to: **Dr. Timothy Hynes, Chair, Department of Business Administration, Phone 902-867-3728, Fax 902-867-5385, or e-mail: thynes@stfx.ca.**

BUSINESS ADMINISTRATION — Term Position — The Gerald S. Schwartz School of Business and Information Systems invites applications for a limited-term teaching position in the Management/Marketing area. This appointment would be at the rank of Lecturer and would commence August 1, 2001. The teaching assignment would include offering introductory courses in management and marketing, and possibly a business elective in the successful applicant's specialty area. If you possess a relevant graduate degree, have related work experience, believe in the value of experiential learning and know you would be a great classroom teacher, this opportunity could be for you. Send documentation to: **Dr. Timothy Hynes, Chair, Department of Business Administration, Phone 902-867-3728, Fax 902-867-5385, or e-mail: thynes@stfx.ca.**

INFORMATION SYSTEMS — Tenure Track (2 positions) — Applications are invited for positions at the Assistant or Associate Professor level, in the Department of Information Systems. Candidates must have a PhD (or be near completion) in Information Systems or Computer Science or a closely related area and should be capable of teaching in one or more of the following areas: programming in C or COBOL or Visual Basic or Java or ABAP, database management, data warehousing, data mining, telecommunications, local area networking, multi-media, electronic commerce, ERP or project management. A Bachelor of Information Systems (BIS) degree is offered. The University also offers a BBA degree with an Information Systems major (BBA/IS). We are interested in an individual that shows a strong commitment to high quality teaching, but who is also capable of attracting external research funding. Send documentation to: **Dr. Ron Mackinnon, Chair, Department of Information Systems, http://juliet.stfx.ca/~infosys/ideptnew.htm TEL: (902) 867-3937 FAX: (902) 867-2448 E-MAIL: rmackinnon@stfx.ca.** An e-mail address should be included.

FACULTY OF SCIENCE

BIOLOGY — Sabbatical Replacement (10 months) — We are seeking a sabbatical replacement Assistant Professor in the area of cell biology. The successful candidate will have the PhD and a strong interest and some experience in teaching at the undergraduate level. The department is housed in a newly renovated building and includes well-equipped lecture and laboratory facilities. Courses to be taught include cell biology (3rd year), introductory genetics (2nd yr), and two upper level one semester courses in related areas of interest. The deadline for receipt of applications and supporting documentation is **December 30.** Send documentation to **Professor W.S. Marshall, Chair, Biology or to mmurphy@stfx.ca.**

BIOLOGY — Assistant Professor, Tenure Track — We are seeking an active researcher and teacher in biology to complement and augment the group of biologists in our department, many of whom study aquatic organisms. The successful candidate will have the PhD, some postdoctoral experience, a strong interest in teaching at the undergraduate level, and be able to establish a strong, externally funded research program. The university is on the Atlantic coast, adjacent to a major estuary and in a region of mixed boreal forest and farmland. The department is housed in a newly renovated building and includes well-equipped laboratory facilities and offers honours and masters degrees. Courses to be taught include two courses per semester: Introductory ecology (one semester 2nd yr), an upper level ecology course and two others in related areas. New faculty normally receive start-up funds and some relief from teaching to help establish the research and would qualify for application to CIHR as new investigators. The deadline for receipt of applications and supporting documentation is **December 30.** Send documentation to **Professor W.S. Marshall, Chair, Biology Department, or to mmurphy@stfx.ca.**

GEOLGY — Term Position — The Geology Department invites applications for a 10-month, limited term appointment in the Geology Department at the rank of Assistant Professor. The appointment will commence September 1, 2001. The successful candidate may be expected to teach courses in Climate Change, Oceanography, Earth History and Geophysics. Send documentation to: **Dr. Alan J. Anderson, Department of Geology. Further information can be obtained by contacting Dr. Anderson by e-mail: anderso@stfx.ca, phone: (902) 867-3209, or fax: (902) 867-2457, or at the web site of the Geology Department, <http://www.stfx.ca/academic/geology/>.** Applications for this position must be received no later than **April 17, 2001.**

HUMAN KINETICS — Tenure Track — The Department of Human Kinetics invites applications for a tenure-track position at the assistant professor level commencing August 1, 2001. Applicants should have expertise and be able to teach undergraduate courses in biomechanics, in combination with ergonomics or a related subject area. In addition to teaching, the successful candidate will be expected to carry on an independent research program. Applicants must demonstrate a record of, or show potential for, excellence in teaching and research. Candidates are expected to have completed, or be nearing completion of a PhD degree. Send documentation to: **Dr. Roy Rasmussen, Chair, Department of Human Kinetics. All materials should be received by February 1, 2001.**

HUMAN KINETICS — Term Positions — The Department of Human Kinetics invites applications for two term positions at the rank of lecturer commencing August 1, 2001. Applicants should be able to teach some combination of the following undergraduate courses; health, physical & health assessment; exercise prescription; physical growth and development of children. Additionally, those teach an introductory course in human kinetics/kinesiology would be an asset. Professional certifications such as Fitness & Lifestyle Consultant; Personal Trainer, would also be considered as an asset. Applications must demonstrate a record of, or show potential for excellence in teaching. Candidates are expected to have a minimum of a MSc degree with some teaching experience at the University level. Send documentation to: **Dr. Roy Rasmussen, Chair, Department of Human Kinetics. All materials should be received by February 1, 2001.**

INFORMATION SYSTEMS — Tenure Track (2 positions) — Applications are invited for positions at the Assistant or Associate Professor level, in the Department of Information Systems. Candidates must have a PhD (or be near completion) in Information Systems or Computer Science or a closely related area and should be capable of teaching in one or more of the following areas: programming in C or COBOL or Visual Basic or Java or ABAP, database management, data warehousing, data mining, telecommunications, local area networking, multi-media, electronic commerce, ERP or project management. A Bachelor of Information Systems (BIS) degree is offered. The University also offers a BBA degree with an Information Systems major (BBA/IS). We are interested in an individual that shows a strong commitment to high quality teaching, but who is also capable of attracting external research funding. Send documentation to: **Dr. Ron Mackinnon, Chair, Department of Information Systems, http://juliet.stfx.ca/~infosys/ideptnew.htm TEL: (902) 867-3937 FAX: (902) 867-2448 E-MAIL: rmackinnon@stfx.ca.** An e-mail address should be included.

MATHEMATICS — Term Position — Applications are invited for a limited term position as Assistant Professor in the Department of Mathematics, Statistics, and Computer Science. Applicants should have a PhD in Mathematics, Applied Mathematics or Statistics. Candidates with a MSc degree will be considered for a position as Lecturer. Duties will involve teaching undergraduate mathematics courses, and preference will be given to individuals who have exhibited a commitment to high quality teaching. Applications will be accepted until the position is filled. Send documentation to: **Dr. John Quinn, Chair, Department of Mathematics, Statistics and Computer Science. Email: jquinn@stfx.ca**

NURSING — Tenure Track (5 positions) — The Department of Nursing at St. Francis Xavier University invites applications for five tenure-track positions at the rank of assistant or associate professor. The Nursing Department offers a four-year, integrated BScN program at two sites: Antigonish, NS and Sydney, NS (the latter jointly with the University College of Cape Breton). It also offers an innovative post diploma baccalaureate program by distance education using print base and on-line technology. Three of the appointments will be made at the Antigonish site and two at the Sydney site beginning July 1, 2001 or September 1, 2001. Opportunity is available to teach in the on campus program and in the distance education program. Salary and rank will be commensurate with qualifications and experience. Applicants should have a Master's degree in Nursing, a PhD (or be near completion), teaching experience at the undergraduate level, a strong nursing practice record, evidence of a developing research and publication record, and be eligible for registration with the RNANS. The substantive areas of interest to the Department include: mental health/psychiatric nursing, comprehensive health assessment including physical assessment skills, maternal, child, pediatric and adult health. Research and educational programs in the Department of Nursing are supported by strong relationships with a broad range of clinical and community agencies in both rural and urban settings. Faculty research is guided by the concepts of health promotion, self-care and caring. Send documentation to: **Angela Gillis, PhD, RN, Chair, Department of Nursing, Fax (902) 867-2322.** The deadline for initial consideration of applications is **January 15, 2001.**

NURSING — Term Positions (4 positions) — The Department of Nursing at St. Francis Xavier University invites applications for one two-year limited term position, one 12-month limited term position and two 10-month limited term positions. The Nursing Department offers a four-year, integrated BScN program at two sites: Antigonish, NS and Sydney, NS (the latter jointly with the University College of Cape Breton). It also offers an innovative post diploma baccalaureate program by distance education using print base and on-line technology. All appointments will be made at the Antigonish site beginning September 1, 2001. Salary and rank will be commensurate with qualifications and experience. Applicants should have a Master's degree in Nursing, a PhD (or be near completion), teaching experience at the undergraduate level, a strong nursing practice record, evidence of a developing research and publication record, and be eligible for registration with the RNANS. The substantive areas of interest to the Department include: mental health/psychiatric nursing, community health, health promotion, and maternal-child nursing. Research and educational programs in the Department of Nursing are supported by strong relationships with a broad range of clinical and community agencies in both rural and urban settings. Faculty research is guided by the concepts of health promotion, self-care and caring. Send documentation to: **Angela Gillis, PhD, RN, Chair, Department of Nursing, Fax (902) 867-2322.** The deadline for initial consideration of applications is **January 15, 2001.**

PHYSICS — Tenure Track — The Physics Department invites applications for the first (beginning Sept. 1, 2001) of several appointments that will be made over the next few years to replace retiring faculty. The department has identified three priority areas of research for this renewal process: photonics (or related areas), materials, and modelling and simulation. For the first appointment priority will be given to an experimentalist. We seek candidates with an excellent research record and a strong commitment to, and some demonstration of success at, undergraduate teaching. Applicants should have a PhD degree and postdoctoral research experience. The Physics Department has an excellent research record and it also places strong emphasis on undergraduate teaching. Interested candidates are invited to visit the department website at: <http://www.stfx.ca/academic/physics/>. The deadline for the receipt of applications and all supporting documents is **January 15, 2001.** Send documentation to: **Dr. D. L. Hunter, Chair, Physics Department.**

Instructions to Applicants:

Please note that all positions are subject to Senate and Budgetary approval. In addition to any specific application requirements indicated, candidates must submit a letter of application, curriculum vitae, statement of teaching experience and philosophy, and research interests, and arrange to have three letters of reference forwarded to the contact person indicated at the address listed below. Competitions will remain open until positions are filled.

In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. StFX University is committed to employment equity and invites applications from all qualified candidates, including women, aboriginal persons, members of visible minority groups, and disabled persons.

Please direct all general inquiries to either:

Mr. R. Hawkins, Dean of Arts (902)867-2165 ; e-mail: rhawkins@stfx.ca or Dr. E. J. McAllduf, Dean of Science (902) 867-3903; e-mail: emcalduf@stfx.ca.

Mailing Address:

St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia Canada B2G 2W5

www.stfx.ca

CAREERS CARRIÈRES

versity of Alberta, Edmonton, Alberta, Canada T6G 2E8, or events@ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF VICTORIA — Department of

Computer Science, Applications are invited for one or more regular tenure-track positions at the Assistant or Associate Professor levels to begin on or about August 1, 2001. Applicants in areas of computer science will be considered, but we are especially interested in software engineering, data engineering and computational biology. Duties will include teaching at the undergraduate and graduate levels, graduate student supervision, and research. Applicants should possess a PhD in Computer Science or a closely related field, a strong research record and a strong commitment to teaching. The Department currently has 24 faculty members and 76 graduate students. It offers graduate and undergraduate degrees in Computer Science as well as combined undergraduate degrees or op-

Business, with Mathematics, Statistics, Physics and Economics. It has recently begun offering an undergraduate option in Software Engineering. The Department offers a broad-based educational program for students at both the graduate and undergraduate levels. Detailed information about the Department may be found at <http://www.victoria.ca/arts/dept/comp/>. Located in the heart of Victoria, the University of Victoria is located on the southern tip of Vancouver Island, the city of Victoria is renowned for its beauty. It has easy connections to Vancouver and Seattle. Recreational opportunities in Victoria are many and varied. Information about Victoria may be found on the web at <http://www.victoria.ca>. Applicants should send a curriculum vitae and the name of at least three referees to: Dr. Michael O'Farrell, Chair, Department of Computer Science, University of Victoria, P.O. Box 3050, Victoria, BC, Canada V8W 3P6. Telephone: (250) 721-7227; Fax: (250) 721-7229. E-mail applications are welcome. All electronic correspondence should be in a common word processing format as acceptable. Applications will be considered as they are received and the search will be continued until the position is filled. All applications will be held in confidence. Equal opportunity, preference will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is an equal employer and encourages application from women and members of visible minorities.

from women, persons with disabilities, visible minorities, and other groups that are under-represented in the postsecondary sector, including groups that have faced discrimination, including racialized persons with disabilities, and persons with mental health challenges, including paid maternal/parenthood leave and a generous pension plan.

ACADEMY UNIVERSITY Computer Science, beginning July 1, 2021. Minimum qualifications are a PhD in computer science, or a master's degree in computer science or related discipline, and evidence of research potential. We are seeking individuals with research interests in any branch of computer science. Preferences will be given to candidates whose teaching interests include the following: new media, electronic commerce, complex software engineering, and databases. The School's 11 faculty members instruct students in the bachelors and masters programs.

Applications will be accepted until the positions are filled. Letters of application, a curriculum vitae, and the names of three refer-

ience of excellence in teaching and research. Academic rank and salary will be commensurate with experience. Applications should include a detailed curriculum vitae, a statement of research interests, and three letters of reference. The application should be directed to: Chair, Professor Nick Ceroni, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. E-mail: c-chaire@uwaterloo.ca. To expedite handling, please include the name of the position in the subject line of the e-mail. Please also include a reference number, named as references to direct supporting letters, pertaining to the same address. The positions are expected to commence during the 2001 calendar year. Applications will be considered until the positions are filled. Applications should be sent to a position remains available. The University of Waterloo encourages applications from qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. These applications are subject to the provisions of the Accessibility for Ontarians with Disabilities Act.

ministration of the state and to various
agencies of the Commonwealth. The
degree of *Bachelor of Science in Early
Childhood Education* is normally re-
quired, applicants with a *Masters* degree and
evidence of successful postsecondary teaching
experience are encouraged to apply. Bishop
University is located in the town of
Gardiner in the Eastern Townships. Five miles
away from Sherbrooke (a metropolitan
region of 110,000 inhabitants), and ninety miles
away from Montreal, Bishop University is a
small, friendly Catholic college. It is the
oldest Catholic College that was built in 1843.
It is one of the oldest universities across Canada,
and unique in its small size and its commitment
to liberal education. Applications should send a
curriculum vitae, a copy of previous teaching
evaluations (if available) and arrange to have
three letters of recommendation forwarded.
At least one of the letters should comment on
the teaching ability of applicant and at least
one letter should comment on the professional
ability of the applicant. Applications will be received
until the position is filled. Applications

Department of Business Administration

Brandon University offers undergraduate degree programs to over 3,000 full- and part-time students in Arts, Business Administration, Science, Music, Education, and Health Studies and graduate programs in Education, Music and Rural Development.

Brandon University's Department of Business Administration invites applications for a three-year, renewable term appointment. The successful candidate will occupy an Endowed Chair, which is one of two resident within the department.

Doctorate, however candidates with a Master's degree and substantial professional experience are also invited to apply. The successful candidate's area of specialization will include one or more of the following: Marketing, Small Business, Entrepreneurship and/or Accounting/Systems. Candidates whose teaching and/or research interests contribute to Brandon University's focus on rural, northern and aboriginal issues are particularly encouraged to apply. Rank and salary commensurate with qualifications and experience.

Start date: 1 August 2001
Deadline for applications: 31 January 2001 or until position is filled

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

For more information
visit:
www.brandonu.ca

DEAN, College of Biological Science

The University of Guelph invites applications and nominations for the position of Dean of the College of Biological Science. The appointment will commence on July 1, 2001.

The College of Biological Science is unique with its emphasis on biological and the sciences. One of six colleges at the University, the College is committed to a leadership position in research and in undergraduate and graduate teaching. There are five departments: Botany, Human Biology and Nutritional Science, Microbiology, Molecular Biology and Genetics, and Zoology, with a complement of approximately 95 faculty. There are approximately 4,000 undergraduate students in BSc programs, 250 graduate students in a variety of graduate programs and about 50 postdoctoral fellows.

Applicants should have a proven record of leadership and education, be an exemplary scholar and have a broad understanding of the crucial role of biological science as it relates to universities, industry, government, communities and society at large. In particular, the search committee is looking for an individual who can promote an effective and sustained vision of biological science (including the environment), communicate effectively with, and actively encourage and promote all members of the faculty, staff, and students to achieve excellence, and manage a complex and multifaceted budget. As the College is facing an unprecedented period of growth and development, the dean will need to have experience and ability in managing change in a competitive, complex and demanding environment and have experience in managing competing interests in a consultative and effective manner.

The appointment of the Dean will be for a five-year term, renewable for an additional five years, and will include a tenured faculty appointment in an appropriate department. Applications and nominations should be submitted to Dr A.J.S. Sumner, Provost and Chair of the Search Committee, by 31 January 2001. Inquiries for further details may be made by emailing asumner@uq.edu.au.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women. Canadian citizens and permanent residents will be considered first for this position.

UNIVERSITY of GUELPH

SANT PELAETAN AGUSTIN, DC., obituary, 2001, 119

CAREERS CARRIÈRES

On the edge and leading the way.



UNIVERSITY OF
CALGARY

ELECTRICAL AND COMPUTER ENGINEERING

The Department of Electrical and Computer Engineering has been funded to implement two new undergraduate degree programs leading to the degrees of Bachelor of Science in Computer Engineering and Bachelor of Science in Software Engineering. The construction of a new building to provide additional space for these programs has begun. Nineteen positions at the Assistant, Associate and Full Professor levels will be available over the next three years.

The Department of Electrical and Computer Engineering invites applications for full-time, tenure-track faculty appointments at the Assistant, Associate and Full Professor levels in the areas of Computer Engineering, Electrical Engineering and Software Engineering. Rank and salary are commensurate with qualifications and experience. Applicants are encouraged to apply as soon as possible for positions which are currently open and for positions with a starting date of July 1, 2001.

Qualifications: Successful candidates will have excellent academic credentials, the ability to develop strong independent research programs, and to teach effectively at the undergraduate and graduate levels. Depending on the position being applied for, a PhD in electrical, computer, or software engineering or a related area is required. Candidates who are nearing the completion of their PhD programs are encouraged to apply. Demonstrated ability in written and oral use of the English language is required.

The Department is particularly interested in applicants with a demonstrated background in:

Electrical Engineering

- microelectronics
- instrumentation
- telecommunications
- signal processing
- rf design
- systems engineering
- biomedical engineering
- pieoelectrics

Computer Engineering

- computer architecture
- operating systems
- networks
- digital systems
- digital signal processing

Software Engineering

- software architectures
- software reuse
- software metrics
- software reliability
- software quality
- empirical software methods

How to apply: Applications, including a curriculum vitae and the names and addresses of three confidential referees, should be sent to: **Dr. Ronald H. Johnston**, Head, Department of Electrical and Computer Engineering, Fax: (403) 282-6955. Applications can be sent electronically as text documents via e-mail to trumble@enel.ucalgary.ca. Applications from women are strongly encouraged.

RESEARCH FUNDING OPPORTUNITY: Calgary is noted for a high quality lifestyle and a rapidly expanding high-tech Information and Communication Technology industry. Federal and industrial research funding is available. In addition, the Alberta Government has introduced substantial funding for ICT research through ICORE and AHSER (<http://www.core.ca>).

Canadian Immigration allows international applications for these electrical, computer and software engineering positions to be considered concurrently with Canadian applicants and permanent residents of Canada.

THE FACULTY OF MANAGEMENT MANAGEMENT INFORMATION SYSTEMS

The Faculty of Management is seeking qualified candidates with a PhD or nearly completed doctorate to fill a tenure-track position in Management Information Systems, without any stated preference for specialization. The successful candidate would be expected to teach at both graduate and undergraduate levels. Starting date is July 1, 2001.

With a vision of being a Top-50 business school worldwide, the Faculty of Management is a progressive and innovative management school with an international reputation for influencing the practice of management and leadership through quality teaching and research. With more than 2,200 full and part-time students currently enrolled in Bachelor's, Master's and PhD programs, the Faculty boasts close to 12,000 alumni in 50 countries around the globe.

An AACSB accredited institution, the Faculty expects excellence in both research and teaching, which is reflected in our balanced teaching loads and research support provided.

Faculty representatives will be at the International Conference on Information Systems (ICIS) in Brisbane, Australia in December 2000.

Interested individuals are asked to submit their C.V. by **December 31, 2000** to: **Barb Marcolin, PhD, Area Chair, Management Information Systems, Faculty of Management, Phone: (403) 220-6075, E-mail: marcolin@ucalgary.ca**

For more information, please visit www.ucalgary.ca/mg/postings

Canadian Immigration allows international applications for this position to be considered concurrently with Canadian applicants and permanent residents of Canada.

2001 SPRING/SUMMER INSTRUCTORS

We are now accepting applications for instructor positions for the 2001 Spring/Summer Session. Undergraduate and graduate level instructional courses may be available in Computer Science, Continuing Education, Dance, Drama, Geography, Geomatics Engineering, Graduate Division of Education Research, Mathematics and Statistics, Music, Nursing, Political Science, Sociology and Management.

Spring/Summer Session 2001 is scheduled in two academic terms: May 14 – June 29 and July 3 – August 18. The positions are term positions for approximately three to six weeks.

Requirements: PhD or equivalent is preferred, with three to five years of university level teaching experience in the subject area. Published articles in national and international journals would be an asset.

The deadline to receive applications is **January 5, 2001**. Your application should include a curriculum vitae and indicate the area of interest. Forward applications to: **K. Orser, Special Sessions Office, Faculty of Continuing Education, Tel: (403) 220-4991, Fax: (403) 220-6045, E-mail: orser@ucalgary.ca**

DEPARTMENT OF HISTORY

Medieval and Early Modern British History

The Department of History invites applications for a tenure-track position in Medieval and Early Modern British History to begin July 1, 2001. We are especially interested in candidates with expertise in social and legal history. The position will be at the Assistant Professor rank. The successful candidate will be expected to have a PhD, and evidence of potential as a scholar and a teacher.

Renaissance History

The Department of History invites applications for a tenure-track position in Renaissance History to begin July 1, 2001. We are especially but not exclusively interested in candidates with expertise in the broader context of the Mediterranean world. The position will be at the Assistant Professor rank. The successful candidate will be expected to have a PhD, and evidence of potential as a scholar and a teacher.

Deadline for receipt of applications for both positions is **January 31, 2001**. Submit letter of application, samples of written work and curriculum vitae. Arrange to have three referees send appraisals to: **Dr. J.R. Ferris, Head, Department of History, Tel: (403) 220-6423, Fax: (403) 289-8566, E-mail: ferris@ucalgary.ca**

The mailing address for all department heads is:

University of Calgary, 2500 University Dr. N.W., Calgary, AB T2N 1N4

The University of Calgary is an innovative university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

FACULTY OF EDUCATION

COUNSELLING PSYCHOLOGY OR SCHOOL PSYCHOLOGY

The Division of Applied Psychology (recently renamed from the Department of Educational Psychology to reflect an expanded mandate which includes the newly established interdisciplinary Community Services Centre with a focus on research, program evaluation, client services, and community consultation), Faculty of Education, invites applications for two tenure-track positions at the assistant professor level, one in Counselling Psychology and the other in School Psychology.

Candidates must be eligible for chartering as psychologists in the Province of Alberta. Requirements for both positions include a doctorate in the appropriate area of psychology, a strong research and publication record, a versatile teaching capability, and a demonstrated potential in one or more of the following areas: qualitative research methods, gender issues, multicultural counselling, school counselling, counselling process, or counsellor education. School Psychology applicants should have demonstrated potential in psychological assessment, psycho-educational assessment, and school psychology interventions.

Successful candidates will be expected to teach at both the undergraduate and graduate levels, to maintain an active research program, supervise graduate students, and engage in service activities at the division, faculty, and university community levels. The anticipated start date is July 1, 2001.

ÉDUCATION EN FRANÇAIS LANGUE SECONDE

La Faculté de l'éducation de l'Université de Calgary invite tous ceux et celles ayant une expertise dans les domaines d'immersion française et français de base à poser leur candidature pour le poste de professeur adjoint avec possibilité de permanence, commençant en juillet 2001.

La faculté est à la recherche d'individus qui n'ont pas peur de prendre des risques, ni de faire de la recherche dénuée d'avenir en fil de tête grâce à un programme innovant et solide. Nous sommes passés d'un programme traditionnel à un programme basé sur la pratique, la résolution de problèmes et qui intègre la théorie et la pratique de façon intime. Nous préparons une nouvelle génération d'enseignants qui épousent la diversité, travailleront de près avec les parents et qui verront la salle de classe comme un endroit opportun pour améliorer les techniques et les théories de l'enseignement. Nos programmes de deuxième et de troisième cycles mènent à l'obtention des grades suivants: MEd, MA, MSc, PhD et EdD. Ces programmes sont courts et très individualisés avec des thèses qui commencent le plus tôt possible. Les candidats et les candidates choisies auront des charges de cours et de supervision pour les programmes de formation des maîtres et d'études supérieures.

Les exigences des postes incluent une connaissance approfondie des écoles, une aptitude d'adaptation au changement, un PhD ou l'équivalent dans un des domaines souhaités, de l'expérience d'enseignement en salle de classe, la capacité de faire de la recherche et de travailler avec une équipe interdisciplinaire composée de collègues de l'université et de la communauté scolaire locale.

EDUCATIONAL LEADERSHIP AND MULTICULTURAL EDUCATION

The Faculty of Education is seeking applicants in the areas of Educational Leadership and Multicultural Education. Appointment will be at the assistant professor rank, beginning July 2001. Duties will include teaching in an exceptional inquiry-based teacher education program, teaching and supervision in innovative master's and doctoral programs, collaboration with professional and academic communities, and contributing to the faculty's research agenda.

Desired qualifications in the Educational Leadership area include a completed doctorate in educational leadership, plus evidence of successful experience as a teacher and administrator in K-12 settings. Applications in this area would be strengthened by evidence of additional expertise in adult, community, or higher education. Desired qualifications in the Multicultural Education area include a completed doctorate in multicultural education, evidence of successful multicultural program planning and implementation, plus evidence of successful teaching experience in K-12 settings.

Applicants in both areas should provide evidence of potential to build a strong research and publication record, interest in distance education, demonstrated capacity to work effectively in a collaborative culture, and a high level of comfort working in an inquiry-based learning environment.

SECONDARY SCHOOL SCIENCE EDUCATION

The Faculty of Education is seeking applicants in the area of Secondary School Science Education at the assistant professor rank, beginning July 2001. We have moved from a traditional teacher preparation program to one which is inquiry-based and field-oriented, and which intimately integrates theory and practice. We are preparing a new generation of teachers who welcome diversity, work closely with parents, and who see a classroom setting as an opportunity to constantly improve educational practice and theory.

The successful applicant will assume teaching and supervision responsibilities both in teacher preparation and in graduate programs leading to MEd, MA, MSc, PhD, and EdD degrees, as well as conducting a program of personal research. Preferred qualifications include a completed PhD or equivalent in Science Education, interest and capability in general curriculum studies, a rich knowledge of schools, change skills, classroom teaching experience, research skills, and a strong ability to work effectively in interdisciplinary teams with colleagues from the university and the local educational community. Rank and salary will be commensurate with qualifications and experience.

SECONDARY SCHOOL SCIENCE EDUCATION

The Faculty of Education is seeking applicants for a tenure-track position in Educational Technology at the assistant/associate professor rank, beginning July 2001. The successful candidate will have expertise in one or more of the following areas: computer-based simulations/situated learning, virtual reality learning systems, network design and security, human factors/human computer interaction, performance support systems, message design, project-based learning, project management, and teaching programming.

Duties will include teaching in an exceptional inquiry-based teacher education program, teaching and supervision in innovative master's and doctoral programs, collaboration with professional and academic communities, and contributing to the faculty's research agenda.

Desired qualifications include a completed doctorate in educational technology, evidence of successful teaching in school and university settings, a strong research and publication record, interest in distance education, demonstrated capacity to work effectively in a collaborative culture, and a high level of comfort working in an inquiry-based learning environment.

Applications for the Faculty of Education positions should include a letter of application, a current curriculum vitae, a sample of recent scholarly work, and the names and contact information for three referees, and be sent to: Dr. Annette LaGrange, Dean, Faculty of Education. The deadline for applications is January 31, 2001.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

CAREERS CARRIÈRES

EARTH & ATMOSPHERIC SCIENCE

THE UNIVERSITY OF ALBERTA — Canada Research Chair — Geomicrobiologist. The Department of Earth and Atmospheric Sciences at the University of Alberta is seeking an individual who is actively involved in research into the role of microbes in geological processes (e.g., carbon cycling, weathering, carbon sequestration, bioremediation, biogeochemical markers). Interests in microbes found in extreme environments would be an advantage. The Department of Earth and Atmospheric Sciences has international reputations in the field. The successful applicant will be expected to teach undergraduate and graduate courses, and to initiate an innovative and rigorous research program that includes the supervision of MSc and PhD students. Details on the application process and facilities of the department can be found on the World Wide Web at www.ualberta.ca/GEAS. The appointment for this position will be at the Assistant Professor level. Applicants must hold a Ph.D. and have a teaching record. The appointment will commence on July 1, 2001 provided a suitable candidate can be found. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a resume and a statement of research interests, should be addressed to Dr. Michael J. Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2E3. Fax: (780) 492-8190. Applications by e-mail will not be declined. Applications should also include the names of referees to be given to the Chair. Deadline for the receipt of applications and letters of reference is January 31, 2001. The records and files from this competition will be managed in accordance with provisions of the Canadian Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

EAST ASIAN STUDIES

UNIVERSITY OF TORONTO — East Asian Cultural Studies — Japanese History. The University of Toronto invites application for a tenure-track position at the rank of Assistant Professor in East Asian Cultural Studies, preferably with research interests in Japanese History. The Department is open to a variety of methods and sub-fields, though specialization in pre-Meiji in the pre-Meiji period would be advantageous. PhD completed or in hand by time of appointment is required. The University of Toronto is an equal opportunity employer and welcomes applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. Applications will be considered first for this position. Please send a letter of application with CV, dossier and writing sample by February 15, 2001 to Prof. R.W.L. Guiso, Chair, Department of East Asian Studies, 130 St. George St., Room 1407, Toronto, ON, M5S 3H1.

ECONOMICS

WILFRID LAURIER UNIVERSITY — Department of Economics. Applications are invited for a tenure-track appointment at the rank of Assistant Professor commencing July 1, 2001. Qualifications include a Ph.D. preferably with teaching and research experience. Duties include teaching at the undergraduate and Master's level and research. The Department is especially interested in applicants with fields in international trade and/or industrial organization. However, candidates in all areas will be considered. Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, Aboriginal persons, and persons with disabilities. Applications will be considered until the position is filled. The position is subject to budgetary approval. Applicants should send a letter and curriculum vitae and arrange for three letters of reference to be sent to Dr. Michael J. Jones, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G1.

THE UNIVERSITY OF WINDSOR — Economics. Applications for a tenure-track position in Macroeconomics commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/economics. Email inquiries to: hr@uwaterloo.ca.

THE UNIVERSITY OF WATERLOO — Department of Economics. The University of Waterloo is seeking to fill one (or more) tenure track position(s) at the level of Assistant Professor. Consideration will be given to applicants with a Ph.D. or these nearing completion or those with a strong M.A. and a record of excellent teaching skills. While all areas of economics will be considered, the department is especially interested in appointing someone capable of teaching more than one course. Teaching competence in financial and economic history, regression, mathematics for economists, applied micro and macro economics. Since the Department offers an applied co-op program at both the graduate and undergraduate level, strong applied skills are also important. The successful candidate(s) will teach at both the graduate and undergraduate level, and be expected to develop an independent research program. Excellence in research and teaching are primary criteria for appointment. Salary will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF WINNIPEG — The Bachelor of Commerce Program. The University of Winnipeg invites applications for a tenure-track position at the rank of Assistant Professor. Applicants must have a commitment to undergraduate teaching and research and possess a strong background in early/middle years math-

UNIVERSITY OF LETHBRIDGE — Department of Economics, Faculty of Arts and Sciences.

Assistant Professor (probationary (tenure-track) beginning 1 July 2001, subject to budgetary approval, a Ph.D. in Economics, or near completion, is required. The successful candidate is expected to teach in the area of industrial organization, natural resource economics, environmental economics, or regional economics. The University offers a fine independent environment and considerable potential for excellence in teaching, research and scholarly, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. The University of Lethbridge is a university for university funding in a setting of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a semi-arid dry climate which is becoming increasingly popular for the practice of cultural and recreational amenities and attractive economic conditions. Founded in 1957, the University focuses on excellence in undergraduate programs and has an enrollment of over 6,000 students. The University has a strong tradition of research and, among other projects, is building a \$37-million Library and Information Network for Lethbridge (LINC). For more information about the University please visit our website at www.uleth.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations, a teaching report, a statement of teaching philosophy and research interests and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be sent directly to Dr. Doug Rockburn, Chair, Department of Economics, The University of Lethbridge, 4601 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2518. Fax: (403) 382-7108. or e-mail: rockburn@uleth.ca. The closing date for the receipt of applications and letters of reference is January 31, 2001. The records and files from this competition will be managed in accordance with provisions of the Canadian Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

EDUCATION

UNIVERSITY OF VICTORIA — The Faculty of Education will receive several interviews during the 2001 Summer Session. Applications are invited for the following areas: Graduate Courses: Curriculum Studies; Educational Psychology; Counselling; Educational Leadership; Educational Foundations; Educational Research; Early Childhood Education; Guidance and Counselling; Music Education; Art Education; Undergraduate Courses: Reading/Language Arts; English as a Second Language; Foundations; Educational Psychology; Learning Technology; Science Education; Social Foundations; Curriculum and Instruction; Early Childhood Education; Mathematics Education; Social Studies Education; Leisure Service Administration; Art Education (Art, Music and Drama). The University of Victoria is an equity employer and welcomes applications from women, members of visible minorities, Aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for consideration for Canadian immigration. This position is subject to budgetary approval and no appointment made. Send application letter and curriculum vitae, by February 2, 2001 Dr. Bruce L. Howe, Dean, Faculty of Education, University of Victoria, PO Box 3010, Victoria, BC V8W 3X4.

BROCK UNIVERSITY — The Faculty of Education at Brock University invites applications for the following probationary (tenure-track) appointments at the Assistant Professor level. The deadline for application is January 31, 2001. The positions are subject to final budgetary appropriate approval, and appointments could be made on a limited term basis. Preferred candidates will possess an earned doctorate or equivalent (ABES) and demonstrate a commitment and will have demonstrated excellence in teaching, preferably a knowledge base in teacher education and will possess or show evidence of the ability to develop a record of scholarly work. Previous teaching experience at the elementary, secondary and postsecondary level is an asset. Service Department: Science and Technology; Technological Education. The deadline for application is January 31, 2001. Applications for the position must include a full curriculum vitae and the names, addresses and telephone numbers of three referees. Applications should be sent to Dr. Shirley-Casimir Dean, Faculty of Education, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. More information about Brock University can be found on the University's website www.brocku.ca.

RYERSON POLYTECHNIC UNIVERSITY — Early Childhood Education. The School invites applicants for two faculty appointments, effective August 1, 2001. The School provides a four-year undergraduate program in early childhood education working with children and families in a variety of settings, e.g., schools, child care centres, hospitals, and family support programs. As resources for teaching and research, the School has a child care centre with innovative multi-age groupings, and a family support program that provides leadership in family support and community development research and practice, and a strong international program. The successful candidate is expected to hold a PhD in ECE in child development and/or education. The individual should have extensive teaching experience at the university level, a proven track record in research and publication related to family and early childhood studies. Applications should be submitted by January 31, 2001. By February 23, 2001 to June Pichard, Director, School of Early Childhood Education, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario M5B 2K3. Ryerson Polytechnic University has a strong commitment to diversity and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to apply in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF WINNIPEG — The Bachelor of Commerce Program. The University of Winnipeg invites applications for a tenure-track position at the rank of Assistant Professor. Applicants must have a commitment to undergraduate teaching and research and possess a strong background in early/middle years math-

DIRECTOR, SCHOOL OF SOCIAL WORK Memorial University of Newfoundland

The largest and most comprehensive university in the Atlantic region, Memorial provides diverse undergraduate and graduate opportunities to over 15,000 full and part-time students in six Faculties and seven Schools at its St. John's campus. The University's 900 faculty and 1,400 staff help to create, with their students, a fine learning environment within excellent teaching and research programs. Further information is available about Memorial on the University's website at <http://www.mun.ca>.

The Director of the School of Social Work will provide strong, creative, collaborative leadership and visionary and practical direction in: curriculum development; student and faculty recruitment and retention; enhancement of research and its funding; accessibility, quality and currency of teaching programs. Reporting to the Vice-President (Academic), the Director will champion the School's initiatives in research, teaching and outreach, and enhance the School's strong relationships with government, the public, community and professional constituencies.

A strong record in research, teaching and practice, along with demonstrated capabilities in innovation and communication will be necessary for success in the role. The ideal candidate will possess the energy and vision to develop the School of Social Work in a creative and cooperative manner. An earned doctorate and an established record of scholarly achievement to qualify for a continuing appointment at the rank of Associate or full Professor in the School of Social Work are expected. This appointment will commence September 2001.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates.



Should you want to learn more about this unique leadership opportunity, call Libby Dybikowski or Kanya Adam at (604) 913-7768 or forward your CV and the names of three referees in confidence to Provence Consulting, Suite 202 - 1555 Marine Drive, West Vancouver, BC V7V 1H9.

Fax: (604) 913-8356, e-mail: search@provenceconsulting.com
We will communicate with all who express interest.

Provence
consulting inc.

DEAN OF SCIENCE

University of Regina

The University of Regina is committed to the pursuit of research excellence. The Faculty of Science at the University of Regina has considerable academic strength, and attracts significant external research funding. With the need for scientific and technical skills in the 21st century, the strengths of the Faculty make it attractive in terms of both research and teaching.

Reporting to the VP Academic, the Dean of Science is responsible for the leadership, operation and management of the Faculty of Science, including strategic planning, academic development and curriculum planning and budgeting. As a member of the University's senior administrative team, the Dean is expected to play a significant role in University-wide initiatives and promotion of the Faculty.

The ideal candidate has proven leadership abilities and well-developed interpersonal skills to collaborate effectively within and outside the University. An established record of research and scholarly achievement to qualify for a continuing appointment at the rank of Professor is expected.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Regina is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons and persons with disabilities.



UNIVERSITY
OF REGINA

Provence
consulting inc.

Should you want to learn more about this unique leadership opportunity, call Libby Dybikowski or Kanya Adam at (604) 913-7768 or forward your

CV and the names of three referees in confidence to Provence Consulting,

Suite 202 - 1555 Marine Drive, West Vancouver, BC V7V 1H9.

We will communicate with all who express interest.

CAREERS CARRIÈRES

have an undergraduate degree in Metallurgical/Materials Science and a PhD in a related area and must be eligible for registration as a Professional Engineer in Ontario. Industrial experience and experience in mechanical behaviour and fracture mechanics of materials would be an asset. The successful candidate will be expected to teach courses at the undergraduate and graduate levels and to supervise graduate students. There is an extended funded research program in the general area of the Mechanical Behaviour of Materials. Collaboration in multi disciplinary research projects is available. The position is open to applications, including international, and the names of three referees will commence not later than January 31, 2001. Applications will be received until the position is filled and should be directed to Dr. Noubal Yeremian, Interim Head, Department of Mechanical and Metallurgical Engineering, Dalhousie University, Faculty of Engineering, P.O. Box 1003, Halifax, Nova Scotia, Canada B3H 2Z4. In accordance with Canadian University personnel policies, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal persons, persons with a disability, racially visible persons and women.

UNIVERSITY OF WATERLOO — Mechanical Engineering Applications are being accepted for a tenure-track position as an Assistant Professor or Associate Professor rank. Applicants with research interests in Thermal Engineering, particularly in renewable energy / energy conservation, are encouraged to apply. A PhD in Mechanical Engineering or a related discipline is required. A strong record of research excellence is desirable. Applicants must have excellent communication skills and ability to teach both undergraduate and graduate courses in Mechanical Engineering. In addition to graduate student supervision, willingness to supervise undergraduate design projects is required. Applicants must be either registered Professional Engineers in Ontario or be eligible to register and willing to undertake the necessary requirements for such registration. It is anticipated that appointment will begin on May 1, 2001 or as soon as possible thereafter. In accordance with Canadian immigration regulations, the position is open to Canadian citizens and permanent residents. The University of Waterloo encourages applicants from all qualified individuals, including women, visible minorities, persons with disabilities, and persons who are Aboriginal. This appointment is subject to the availability of funds. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of teaching and research interests, a copy of their teaching dossier, journal publications, the names, addresses and telephone numbers, e-mail addresses, and fax numbers of at least three referees to Professor G.E. Schindeler, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered until 15 February 2001, or thereafter until the position is filled.

THE UNIVERSITY OF WATERLOO — Associate Director of Software Engineering The Software Engineering Institute is seeking an application for a five-year, definite-term position as Associate Director at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. The candidate must have a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding leadership and management skills. Industrial experience is desirable. The appointment could start as early as January 2001. Applications will be considered until the position is filled. Software Engineering will be a new and



Queen's School of Business is inviting applications for new faculty (Assistant, Associate and/or Full Professor level) in the following areas: Accounting (Financial and Management), Economics, Finance, International Business, Marketing, Management of Information Systems, Management of Technology, Organizational Behavior/Human Resources, Strategy & Business Policy, Management Communications, and Management Science. The School is also interested in receiving applications in any other areas that will be important to business in the next decade.

Candidates should possess a **Ph.D.** or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs. Salary will be commensurate with qualifications and experience, and appointees will have access to substantial internal funds for research and course development.

Queen's School of Business (www.business.queensu.ca) is at the forefront of Canadian business education and is recognised as a leader in North America. The School's programs include: an undergraduate Bachelor of Commerce, with the highest entry standards in Canada; a unique double-major Ph.D. and a new M.Sc. in Management; Queen's top-ranked MBA for Science & Technology; and the market-leading Queen's Executive MBA, Canada's first MBA program delivered by videoconference, with sites from coast to coast. In addition, the School is Canada's leader in executive education. Queen's School of Business has received unconditional accreditation for all programs by The International Association for Management Education (AACSB).

Queen's University is one of the oldest and most prestigious universities in Canada. Located in the heart of the city of Kingston, a picturesque and historic community situated on the shores of Lake Ontario, Queen's is within a two-hour drive of Toronto, Montreal, and the nation's capital, Ottawa. The city's unique heritage, vibrant life-style, and central location make it one of the most attractive communities in North America.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of appointment will be July 1, 2001, but is flexible. Applications should include curriculum vitae, references, and evidence of research such as publications, working papers, thesis proposals or completed thesis. Please send your submissions to P. McNeill, Dean's Office, Queen's School of Business, Queen's University, Kingston, Ontario K7L 3N6, e-mail: info@business.queensu.ca or fax: (613) 533-2013.

QUEEN'S SCHOOL OF BUSINESS
QUEEN'S UNIVERSITY
KINGSTON, ONTARIO, CANADA

tonine professional undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. This program attracts some of the best students in the country. Excellent offices, laboratories, and computing facilities, and outstanding support staff provide for a productive work environment. The role of the Associate Director is to help administer the undergraduate program. Primary duties include teaching, academic advising, organizing study groups, promoting the program, and assuming leadership of a number of administrative tasks. A postdoctoral or professional level researcher, under participation in research, is also expected in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo is an equal opportunity employer and welcomes qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and addresses of three referees. The referees should indicate the appropriate range of teaching interests, expertise and experience. Please direct applications to: Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be considered until October 1, 1988. Persons of color and women should attach those names as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

be willing to receive training and development. Prospective candidates must also demonstrate an aptitude for outstanding achievement in software engineering or related area. Industrial experience is desirable. The appointment will be made at the rank of Assistant Professor. Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional undergraduate program at Waterloo, jointly established by the Department of Electrical and Computer Engineering and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent offices, laboratories, and computer facilities are available. Superb staff are available to produce an excellent education. The successful applicant will be expected to support the new software engineering program. Primary duties include teaching, academic advising, managing lab, teaching study groups, and research. In addition, the position will be some administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected. The position is located in Waterloo, Ontario, Canada. The position requires Canadian citizenship or permanent residence. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three referees. Applications will be considered until the applied range of tenure, interests, experience and pleasure. Please direct applications to Dr. Joanne Atiles, Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (e-mail: electro@uwaterloo.ca).

(c). Candidates should ask those named as referees to direct suggestions to the letter to the same address. Each appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Management of Technology. The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track appointment at the Assistant or Associate Professor level in Management of Technology, commencing with Fall 2011 and September 2012. The successful candidate will be a professor of technology, research and graduate student supervision in engineering management, technology and innovation management, or economics of technology change. Applications should be sent to <http://www.mansc.uwaterloo.ca> (e-mail: mansc@uwaterloo.ca; fax: 519-885-7152).

Professor David J. Sulich, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: dfm@uwaterloo.ca; fax: 519-885-7152).

THE UNIVERSITY OF ALBERTA — Department of Biomedical Engineering. The Faculty of Medicine at the University of Alberta invites applications for tenure-track positions. The search is for individuals who will support our existing strengths in imaging, and rehabilitation. The successful candidate will have a PhD degree and a record of research achievement. The successful candidate will be expected to carry out an independent research program, and to contribute to the teaching, collaborative research, and clinical activities of the department with clinical research projects based on the University/Hospital campus. Participation in the University teaching program will also be expected. Professional salary ranges for <http://www.ualberta.ca> range from \$73,481—\$61,906 for Assistant, \$84,338—\$77,688 for Associate, and \$104,860—\$91,906 for Professor. The successful applicant will also be eligible for funding by the Alberta Heritage Foundation for Medical Research. In accordance with Canadian immigration requirements, this position is available to Canadian citizens and permanent residents. If Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send a curriculum vitae, including a list of publications, and three letters of reference to Dr. D. Peter S. Parker, Professor and Chair, Department of Biomedical Engineering, <http://www.ualberta.ca>, University of Alberta, Edmonton, Alberta, Canada T6G 2V2. Deadline for receipt of application is December 1, 2010. All applications will be reviewed and the selection process will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome applications from qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF WATERLOO — Computer Engineering. invites applications for two tenure-track positions in the Department of Electrical and Computer Engineering at the rank of Assistant Professor, commencing July 1, 2011. The successful candidates will hold a PhD degree or equivalent, in Electrical or Computing Engineering or a related discipline. The successful candidates will be expected to demonstrate that their Ph.D. thesis, or the date of appointment, or both, by the date of appointment are also encouraged to apply. Candidates must be registered to be eligible for registration with the Association of Professional Engineers and Geoscientists of Ontario, for eligible programs in Electrical Engineering, at the baccalaureate, masters and doctoral levels. Program options in Microelectronics, Information Technology and Computer Engineering are offered. Applications are invited for positions at all levels, and also for positions with a website at <http://www.uwaterloo.ca/electrical>. The dates of expectation are teaching at the graduate and undergraduate levels, supervision of graduate students in research, service in committees and the development of research programs. The successful candidates will be particularly interested in candidates with a strong interest in one or more of the option areas mentioned above. The successful candidates must demonstrate a strong commitment to teaching, research, and professional practice. There will be an opportunity of working in a collaborative environment on a wide-range of topics embracing microelectronics, computers and communication. The faculty presently has 193 members, including 100 members of the Canadian Academy of Engineering and 10 members of the Canadian Institute of Microelectronics and is a member of the Canadian Microelectronics Consortium, a portion of university consortium. The University of Windsor is committed to equality of opportunity and diversity in its student and faculty population. Applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents for this position. Applications will include a letter of application indicating citizenship/permanent status, a curriculum vitae, a statement of teaching and research interests, sample of teaching, and a list of referees. Please apply online at <http://www.ualberta.ca>. In the application, attach full contact details of three referees. Candidates are also encouraged to provide teaching evaluations or other evidence of teaching effectiveness where available. To ensure full consideration, complete applications should be submitted by December 1, 2010. Applications for tenure-track positions should be submitted to Dr. G.R.G. Raju, Chair, Appointments Committee — OPP, Office of the Dean of Engineering, University of Windsor, 401 Sunbeam Avenue, WINDSOR, ONTARIO, N8E 3P4. Telephone: 519-964-2565, fax: 519-964-2565, e-mail: opp@uwaterloo.ca. The University of Windsor, one of Ontario's leading academic institutions, provides "the degree that works," an innovative and student-focused approach which emphasizes for the graduates of the College of Engineering, the skills and knowledge for the challenges of tomorrow. Information about the University of Windsor and its programs can be found at www.uwaterloo.ca. Also visit us at www.uwaterloo.ca for staytuspositions.

McGILL UNIVERSITY — The Department of Mechanical Engineering. The Department of Mechanical Engineering at McGill University invites applications for a Tenure-track position in the area of Computational Dynamical in the Assistant or Associate Professor level. Candidates must have a PhD in Mechanical Engineering or a related area, and a broad research interest in the field. The most successful candidate will be expected to teach courses both undergraduate and graduate courses in the general area of Mechanics. He/She will also be expected to supervise graduate students, to conduct research in the area of Computational Dynamics, and to contribute to existing research activities in the Department. It is expected that the successful candidate will obtain membership in a Canadian professional engineering association. Information about the Department of Mechanical Engineering can be obtained by visiting the www.mech.mcgill.ca website.

 McGill

Assistant Professor Urban Design & Physical Planning

The Job...

The School of Urban Planning of McGill University invites inquiries concerning a tenure-track appointment at the Assistant Professor level. Candidates who have a strong interest in urban design and the ability to relate urbanization patterns to broader social, political and environmental issues are especially encouraged to apply. Applicants should have a PhD in a field related to city-building, at least one graduate degree in planning, and outstanding research potential. Professional experience in planning, urban design and/or architecture and eligibility for membership in professional planning associations are important assets. For further details, please consult: www.mcgill.ca/urbanplanning.

Applications...

Applicants for the position should forward a copy of their curriculum vitae, a letter describing their teaching and research experience and interests, and writing samples such as recent offprints, articles in press and thesis outline by **January 5, 2001**, to the address below. In addition, letters from three referees who are familiar with the candidate's academic and professional work should be sent directly to the School.

Inquiries concerning this academic appointment may be directed to:
Professor David Brown, Director
School of Urban Planning
McGill University
815 Sherbrooke Street West
Montreal, QC, Canada H3A 2KE
Email: david.brown@mcgill.ca

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill is committed to equity in employment. While English is the language of instruction, knowledge of French is an asset.

STATISTICS DEPARTMENT

Limited-term assistant professorships, post-doctoral fellowships, sessional lectureships and visiting positions for the year starting July 1, 2001, subject to final budgetary approval. PhD and demonstrated potential for excellence in teaching and research required. Curriculum Vitae and three letters of reference by February 1, 2001 to be sent to:

 Committee on Appointments
Department of Statistics
Room 333-6356 Agricultural Road
University of British Columbia

Vancouver, BC, Canada V6T 1Z2.
UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents.

CAREERS CARRIÈRES

provided that a suitable candidate can be found. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a resume and a statement of research interests, should be addressed to Dr Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2E3 Fax (780) 492-8190 Applications by email will be declined. Applications should be arranged for delivery to the University and should be sent to the Chair, Deadline for the receipt of applications and letters of reference is January 31, 2001. The records arising from this announcement will be managed in accordance with provisions of the Canadian Freedom of Information and Protection of Privacy Act (CPA). The University of Alberta hires on the basis of merit. We are committed to the principle of diversity in the workplace. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Dr. J. Kenneth Taranac, Chair, Department of Geography and Environmental Studies, Carleton University, 1235 Colonel By Drive, Ottawa, Ontario, Canada, K1S 8B6

GEOLGY

McMASTER UNIVERSITY — The School of Geography and Geology and the Department of Chemistry invite applications for a joint tenure-track appointment at the Assistant Professor level to start July 1, 2008. The successful candidate will be expected to conduct research involving the application of physical, analytical, or digital modeling techniques in areas such as the aquatic geochemistry, geochemical interactions of water-rock systems, and interfacial geochemistry. Research will focus on a mechanistic understanding of major processes affecting natural systems, particularly weathering. Teaching and administrative responsibilities will be balanced between

guage teaching with the departmental programme specializing in modern literature, art, and cultural studies. Preference in the selection of teaching staff will be given to those who have completed a successful academic record with a completed Ph.D. or PhD in hand, native or near native fluency in German, teaching experience, and evidence of excellent scholarly achievement in postsecondary teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an equal opportunity employer and a participant in the Canadian Government's Employment Action Program. The University encourages applications from qualified Aboriginal persons, persons with a disability, racially visible persons, and women. Please attach a letter of application, contact information, curriculum vitae, and three letters of professional recommendation by December 15, 2000 to: The Chair, Appointment Committee, Department of German, Dalhousie University, Halifax, Nova Scotia, Canada B3H 3J5.

December 15, 2000 to Dr. Patricia Wainwright, Chair of Search Committee, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to availability of funds.

University of King's College and Dalhousie University. The ability to teach classes in the history and philosophy of modern science will be considered an asset. Applications, including a curriculum vitae, three letters of reference and a writing sample should be sent to: Dr. Gordon McQuar, Intern-Director, History of Science and Technology Programme, University of King's College, Halifax NS B3H 2A1. For further information, email gmcqua@dal.ca. Closing date for application January 8, 2001. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens.

HISTORY

THE UNIVERSITY OF KING'S COLLEGE — invites applications for a tenure-track appointment in Early Modern Studies at the rank of Assistant Professor or commensurate rank. The University of King's College is a small liberal arts university on the campus of Dalhousie University in Halifax, Nova Scotia, Canada. The University's mission is to develop the arts and sciences. The research interests of the successful candidate will be in Early Modern English literature and/or in Early Modern French literature. The teaching interests will be in Early Modern French literature and/or Early Modern English literature. The successful candidate will be expected to teach at the undergraduate and graduate levels. The University of King's College is an equal opportunity employer. This appointment is subject to budgetary approval.

GERONTOLOGY

ST. THOMAS UNIVERSITY — The Department of Gerontology. St. Thomas University is a small, Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The University is seeking a tenure-track faculty appointment for an entry-level tenure-track appointment to begin July 1, 2001. The successful candidate will possess a background in Gerontology, Lifespan Development and Aging, or a related area of expertise in Gerontology, and a commitment to teaching, research, and program development in Gerontology, Lifespan Development and Aging, and Health and quantitative research methods. A PhD or imminent completion is required. Applicants are required to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness, and three letters of reference sent directly to Dr. Gary Kenyon, Chair Department of Gerontology, St. Thomas University, Fredericton, NB E3B 5C6. Closing date is July 1, 2001, or until the position is filled. Applications and related documentation for this file, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is an equal opportunity employer, and is committed to diversity. We encourage applications from women, Native persons, members of visible minority groups, and persons with disabilities.

QUEEN'S UNIVERSITY. 1912.

Policy Research Unit (<http://qlphq.ca/queensu>) wishes to recruit a well-qualified research associate in the field of health services and policy research. Candidates must have a Ph.D. in a discipline such as economics, epidemiology, political science, sociology, with clear evidence of previous funding and research in the field. This is a five-year term position with possibility of renewal. Adjunct academic positions may be granted. Applications should be submitted electronically (with a CV and three letters of reference) by December 1, 2000 to Dr. S.E. Short, Officer, Queen's Health Policy Unit, Queen's University, Kingston, Ontario, K7L 3N6. The unit is a research and teaching programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and racial minorities.

HEALTH SCIENCES

BROCK UNIVERSITY — Infectious Diseases, The Department of Community Health Sciences. Faculty of Applied Health is seeking an individual capable of delivering basic and advanced courses in the following areas:
In both Health Sciences and Nursing Science. This position is offered as a tenure track position, subject to budgetary approval, effective July 1, 2001. Individuals able to teach and conduct research in one of nutrition, anatomy, microbiology, or international health would also be considered. The Department is committed to excellence in both teaching and research and offers degrees in Health Science, Nursing Science,

GERMA

DALHOUSIE UNIVERSITY — The Department of German invites applications for a three-year limited term appointment as Coordinator of Language Studies at the Lecturer or Assistant Professor level effective July 1, 2001, subject to budgetary approval. The candidate will be expected to teach language at all levels, co-ordinate Introductory German classes, frame and work with instructors and teaching assistants from diverse cultural backgrounds. Familiarity with the latest technologies and techniques is expected as well as an ability to connect lan-

DEAN, Ontario Agricultural College

The University of Guelph invites applications and nominations for the position of Dean of the Ontario Agricultural College. The appointment will commence on July 1, 2001.

The University of Guelph has a special responsibility within the province to serve agriculture in the broadest sense, and is one of the leading institutions in North America in its field. To achieve this mandate, the Ontario Agricultural College offers a wide range of diploma, undergraduate, graduate and research programs in support of the agri-food industry and rural development and has a major commitment to international activities.

The Dean is expected to provide strong leadership in the College and foster strong relationships with the other Colleges at the University, other agricultural institutions, various levels of government and the community at large. In particular, the Dean is involved in the management of the unique research relationship with the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA) and is also responsible for managing and integrating activities in three Agricultural Colleges and a number of Research Stations, spread across the province, where there is an emphasis on diploma programs, applied research, extension and continuing education.

Applicants should have a proven record of leadership and education, be an exemplary scholar and have a broad understanding of the crucial role of agriculture as it relates to universities, industry, government, rural communities and society at large. In particular, the search committee is looking for an individual who can promote an effective and sustained vision of agriculture in the province, communicate effectively with, and actively encourage and promote all members of the faculty, staff and students to achieve excellence within a complex university/college system using an exceptional consultative style, and manage a complex and multifaceted budget.

The appointment of the Dean will be for a five-year term, renewable for an additional five years, and will include a tenured faculty appointment in an appropriate department. Applications and nominations should be submitted to Dr. A.J.S. Summerville, Provost and Chair of the Search Committee, by 31st January 2001. Inquiries for further details may be made by email: provost@execadmin.uoguelph.ca.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women. Canadian citizens and permanent residents will be considered first for this position.

**UNIVERSITY
of GUELPH**

UNIVERSITY of GUELPH

CAREERS CARRIÈRES

will begin to consider applications as of Monday, December 4, 2000. The University of Saskatchewan is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. Applications should be sent to: Beth Bilson, Dean, College of Law, 15 Camplin Drive, Saskatoon, Saskatchewan S7N 5A6.

LEISURE STUDIES

DAULHUSSE UNIVERSITY — Recreation Management/Theapeutic Recreation Positions. Applications are invited for two full-time post-baccalaureate tenure track at the Assistant Professor level. The School of Health and Human Performance, Commencing August 1, 2001. The School of Health and Human Performance is part of the College of Health Professions. The School of Health and Human Performance is committed to research, education, and application to effect social change for health. In addition to the School of Health and Human Performance, the College of Health Professions includes the Schools of Physical Therapy, Occupational Therapy, Nursing, Health Services Administration, Human Communication Disorders, the Maritime School of Health Professions, and the School of Health and Rehabilitation Sciences. The School of Health and Human Performance offers programs leading to Bachelor of Science and Master's degrees in Recreation, Therapeutic Recreation, and Health Education. The University is located in Halifax, a small, pleasant, and culturally active city, located in a province with substantial lifestyle advantages.

 McMaster University
Chair, Department of Biochemistry

The Faculty of Health Sciences, McMaster University invites nominations and applications for a tenured faculty position as Chair of the Department of Biochemistry.

The Department of Biochemistry is a multi-disciplinary, comprehensive, research-intensive department with strengths in molecular and cell biology, macromolecular structure and function, mechanistic enzymology, membrane structure and function, molecular oncology, molecular virology, molecular microbiology, chemical biology, nucleic acids biochemistry, signal transduction, genomics and proteomics among others. The Department administers large and contemporary undergraduate and graduate programs and participates in a number of cross-Faculty educational programs. Membership currently consists of 17 full-time faculty, in addition to individuals from other departments in the Faculty of Science and the Faculty of Health Sciences, who hold joint appointments or are associate members.

The ideal candidate will have an outstanding reputation in research and will be committed to the educational mission of the University, the Department and the Faculty of Health Sciences. He/she will have demonstrated strong management skills and creative leadership and will be an innovative team builder with a capacity to project a vision for the department among its members and among members from other disciplines. This individual will have proven ability to foster collaborative and multi-disciplinary research initiatives and mentor young investigators.

The appointment will be effective July 1, 2001. Salary and rank will be commensurate with experience.

McMaster is committed to employment equity and encourages applications from all qualified candidates including aboriginal people, persons with disabilities, members of visible minorities and women.

Nominations and applications including a curriculum vitae and the names and addresses of three referees should be directed in strict confidence to Chair, Biochemistry Selection Committee, Faculty of Health Sciences, c/o Recruitment Coordinator, Room 2J5, Faculty of Health Sciences, McMaster University, 1200 Main Street West, Hamilton, Ontario L8N 3Z5.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The deadline for applications is January 15, 2001. The search will continue until a suitable candidate is found.

For further information about the Faculty and the Department of Biochemistry, please visit our web site at : www.fhs.mcmaster.ca.

**ASSISTANT
PROFESSOR
TENURE TRACK
AND TERM**

The Department of Mathematics and Computer Science invites applications for one full-time tenure-track position and one possible term position in Computer Science both at the Assistant Professor level. Candidates in all areas of research are welcome to apply. Some areas of particular interest are: computer networks and communication protocols, computer graphics and data visualization, multimedia communications, information systems, computer-supported cooperative work. Qualifications include a Ph.D. in Computer Science or a closely related field (or imminent completion of degree), evidence of strong research potential, and ability to teach effectively at the undergraduate and graduate levels. Previous teaching experience would be considered on merit. Teaching assignments will be determined in part by the successful candidates' interests, and may include introductory object-oriented programming. Experience in software development projects and demonstrated interest in collaboration with industry are desirable.

The **UCL Computer Science program** has been growing steadily since its start in 1974. It is a strong undergraduate program and a developing graduate student program. Current faculty research areas include artificial intelligence, software engineering, parallel and distributed computing, databases, real-time systems, and computational mathematics. The departmental facilities presently consist of one hardware laboratory and three software laboratories with Sun Sparc workstations running UNIX, connected to an X11 SUN server, and supported by a full-time systems administrator. Access is also provided to 11 NT, Windows, and Macintosh labs and to an SGI-based G3 laboratory. In addition, the University has recently received CFI funding for a high performance computing facility valued at \$1.4 million.

Both a January 1, 2001 and a July 1, 2001 start date will be considered for the term position. The tenure track position will have only a July 1, 2001 start date. The term appointment will continue until June 30, 2002 and is conditional on final University approval. Each applicant will be considered for either of the vacant positions unless applicants indicate otherwise. Candidates should submit a letter of application, a curriculum vitae, a statement of research and teaching interests, and arrange for letters of at least three references, to be sent to Dr. Deborah Poff, Vice President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 2B2, fax (250) 960-7309. Inquiries may be directed to: Dr. Lee Keenan, Chair of Selection Committee, Department of Mathematics and Computer Science, by e-mail: cs-search@unbc.ca or fax (250) 960-5545, attachment: <http://www.unbc.ca/~cs/itc/>.

Applications will be accepted until all the positions are filled. Applications will be reviewed as received for the term position. All applications that are complete by January 15, 2001 will receive full consideration for the tenure track position, but applicants for both positions are urged to apply as soon as possible.

For more information, visit our Web site: www.unbc.ca

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.

The logo for the University of Northern British Columbia (UNBC) features the letters "UNBC" in a large, bold, italicized serif font. Below this, the words "UNIVERSITY OF NORTHERN BRITISH COLUMBIA" are written in a smaller, all-caps, serif font.

10.000-10.000 **resumes unhas**

For more information, visit our Web site: www.unbc.ca

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.

CAUT BULLETIN ACBRL R18 DECEMBER 2000 OCTOBER

CAREERS CARRIÈRES

Please send curriculum vitae and the names and addresses of 3 referees to: Dr. St. Tan, James Edmund Bodd Professor and Chairman, Department of Obstetrics and Gynecology, McGill University, Royal Victoria Hospital, 687 Pine Avenue West, Montreal, QC H3A 1A1.

OPERATIONS

UNIVERSITY OF WESTERN ONTARIO

Richard Ivey School of Business is Canada's premier business school, recognized world-wide for the quality of its management education. The School's major activities include a highly regarded MBA, a specialized undergraduate MPA program, a small but select graduate MBA program, a well-established doctoral program, and an expanding portfolio of programs for managers, including an Executive MBA delivered in Hong Kong. The School is research-oriented in terms of its teaching, research, faculty and changes. The School strongly supports the relevance of research dealing with issues of interest and relevance to practising managers, leading to publication in quality academic and managerial journals. Excellence in teaching and course development is highly valued. The School is engaged and engages in interdisciplinary investigation, as well as independent inquiry. We are located in London, Ontario, a community of 325,000 within 100 miles of 10 million people in both Toronto and Detroit. Our Executive MBA facility is situated in Mississauga, just west of Toronto. Road, air and train links to major Canadian and US cities are excellent. The School is part of a larger University community with its students, faculty and staff as its students. One tenure-track position, tenured or appointment, limited term or visiting position in the Operations Management area group is available to commence July 1, 2001. A tenure-track position must have a PhD or equivalent or be close to completion. Candidates for a tenured appointment must have a PhD. Candidates for a limited term appointment must have a PhD in order to receive an Assistant Professorship. All tenure-track appointments and tenure appointments will be considered at the rank of Adjunct Professor. Although we are open in terms of research and teaching interests, a strong commitment to the practice of management research and teaching using the case method is also required. New initiatives in the Asia-Pacific region make the School particularly interested in recruiting faculty with interests in either of this area and with appropriate language skills. All tenure-track applicants are subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in its faculty and encourages applications from qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities. Applications should send a Curriculum Vitae to Professor Michael Lees, Chair, Department of Operations, The University of Western Ontario, London, Ontario, Canada N6A 3K7. The review of applications will continue until the position is filled, but applicants are encouraged to apply as soon as possible. Deadline for submissions is February 28, 2001. Phone: 519-661-3284, fax: 519-661-3284, e-mail: mlees@ivey.uwo.ca, web site: www.ivey.uwo.ca.

ORTHOPAEDICS

THE UNIVERSITY OF BRITISH COLUMBIA — The Departments of Orthopaedics and Mechanical Engineering at the University of British Columbia are seeking a joint tenure-track position at the rank of Assistant Professor level in the area of Biomedical Engineering. It is expected that the successful candidate will collaborate with ongoing research activity in orthopaedic biomechanics with a special focus on joint replacement. An ability to demonstrate exceptional research potential and teaching ability. The successful applicant will preferably have relevant industrial experience, and will be expected to play a leadership role in enhancing educational research links between the biomedical community and industry. The successful applicant is expected to pursue an active research program, perform both undergraduate (mechanical engineering) and graduate teaching (biomedical engineering), and supervise graduate students. A PhD in engineering or an equivalent degree is required. In addition to seek recognition as a Professional Engineer in British Columbia, the position is available for July 1, 2001, and salary will be commensurate with experience. The Department of Orthopaedics is located at the University of British Columbia Hospital Research Institute at Vancouver General Hospital to conduct collaborative research between engineers and clinicians (www.mech.ubc.ca/DOER). The Department of Mechanical Engineering offers a range of undergraduate and graduate degree programs. Additional information about the Department is available at www.orthosurgery.ubc.ca and www.mech.ubc.ca. Faculty should submit their curriculum vitae, a description of teaching and research interests, and the names and addresses of 3 referees to: Chair, MEC Recruiting Committee, Department of Orthopaedics, University of British Columbia, 910 West 10th Avenue, Room 3114, Vancouver, BC V6Z 1Z1, Canada. E-mail: doer@ubc.ca. Please respond by January 31, 2001. This search will continue until the position is filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC bases its hiring on the basis of merit.

PHYSICS

THE UNIVERSITY OF GUELPH — The Department of Philosophy: Applications are invited for two tenure-track positions at Assistant Professor rank, with appointment from July or August 2001. One position will be in the area of epistemology and moral epistemology. The other area of research would be in an area of the area of specialization for the second position. The area of specialization for the second position is one or more aspects of continental (European) philosophy since 1780. Areas of competence, the depth of which is a matter of choice of particular interest. The successful applicant will be expected to teach and do graduate supervision outside their area of specialization. PhD in philosophy is required. Evidence of strong potential in teaching and research is required. Salary will be commensurate with qualifications and experience. Applications should be submitted to: Dr. Peter Logan, Chair, Philosophy Department, University of Guelph, Guelph, Ontario N1G 2W1 by January 8, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

PHYSICS

THE UNIVERSITY OF GUELPH — Applications are invited for two tenure-track positions at Assistant Professor rank, with appointment from July or August 2001. One position will be in the area of epistemology and moral epistemology. The other area of research would be in an area of the area of specialization for the second position. The area of specialization for the second position is one or more aspects of continental (European) philosophy since 1780. Areas of competence, the depth of which is a matter of choice of particular interest. The successful applicant will be expected to teach and do graduate supervision outside their area of specialization. PhD in philosophy is required. Evidence of strong potential in teaching and research is required. Salary will be commensurate with qualifications and experience. Applications should be submitted to: Dr. Peter Logan, Chair, Philosophy Department, University of Guelph, Guelph, Ontario N1G 2W1 by January 8, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

permanent residents of Canada. These appointments are subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We invite applications from all Canadians with disabilities, members of visible minorities and women.

THE UNIVERSITY OF TORONTO AT MUSICAUGA (UTM) — The Department of Physics. Applications are invited for a tenure-track position at the rank of Assistant Professor, or Professor in a PhD program, with a starting date of July 1, 2001. A special opportunity exists in biological physics with the starting date of January 1, 2001. We invite prospective candidates to visit our home pages at www.physics.utoronto.ca or www.utm.utoronto.ca. We welcome applications from exceptionally strong candidates in other areas of experimental physics. We invite applications for a PhD in progress and strong proven or potential excellence in both research and teaching. We invite prospective candidates to visit our home pages at www.physics.utoronto.ca or www.utm.utoronto.ca. The salary will be commensurate with the rank and experience of the applicant, including a curriculum vitae, list of publications, research plan, and at least three letters of reference. Send to: Professor Henry G. Dehmelt, Chair, Department of Physics, University of Toronto, 144 College Street, Toronto, Ontario, Canada M5S 1A7. The date for the receipt of applications and letter of recommendation is 1 February 2001 in accordance with Canadian immigration requirements. The advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

PHYSICS & ASTRONOMY

THE UNIVERSITY OF BRITISH COLUMBIA invites applications for a tenure-track appointment in Early Modern Studies at the rank of Assistant Professor, or Professor in a PhD program, with a starting date of July 1, 2001. The University of King's College is a small (l)ibrar) arts university on the campus of Dalhousie University with which it often joint degrees in arts and science. The successful candidate will have a PhD in a field related to Early Modern Studies, teaching and research interests in the Early Modern Period (up to the early nineteenth century), and a record of interdisciplinary study of social, moral, political and historical thought, the ability to teach, and the ability to supervise graduate students. The candidate will be expected to create a teach new undergraduate courses in an interdisciplinary combined honours programme devoted to the study of Early Modern European history. All tenure-track applicants are subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in its faculty and encourages applications from qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities. Applications should send a Curriculum Vitae to Professor Michael Lees, Chair, Department of Operations, The University of Western Ontario, London, Ontario, Canada N6A 3K7. The review of applications will continue until the position is filled, but applicants are encouraged to apply as soon as possible. Deadline for submissions is February 28, 2001. Phone: 519-661-3284, fax: 519-661-3284, e-mail: mlees@ivey.uwo.ca, web site: www.ivey.uwo.ca.

THE UNIVERSITY OF BRITISH COLUMBIA — Quantum Structures and Information. Under the Canadian Research Chair (CRC) programme, will be appointing a number of junior and senior faculty members in the area of Quantum Structures and Information. The University of King's College is a small (l)ibrar) arts university on the campus of Dalhousie University with which it often joint degrees in arts and science. The successful candidate will have a PhD in a field related to Quantum Structures and Information, teaching and research interests in the Early Modern Period (up to the early nineteenth century), and a record of interdisciplinary study of social, moral, political and historical thought, the ability to teach, and the ability to supervise graduate students. The candidate will be expected to create a teach new undergraduate courses in an interdisciplinary combined honours programme devoted to the study of Early Modern European history. All tenure-track applicants are subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Western Ontario, London, Ontario, Canada N6A 3K7. The review of applications will continue until the position is filled, but applicants are encouraged to apply as soon as possible. Deadline for submissions is February 28, 2001. Phone: 519-661-3284, fax: 519-661-3284, e-mail: mlees@ivey.uwo.ca, web site: www.ivey.uwo.ca.

UNBC

Dean of Graduate Studies

Office of the Vice President (Academic) & Provost

Located at the confluence of the Fraser and Nechako rivers at the heart of British Columbia, the University of Northern British Columbia combines an extremely attractive and modern campus with extraordinary opportunities for innovation and growth. Although the main campus in Prince George opened only in



1994, the university has already established an important place in the life of northern British Columbia, enjoys enthusiastic community support and a reputation for originality and excellence in its academic programs. It has quickly grown to accommodate over 3,000 students and has regional offices in Terrace, Fort St. John and Quesnel.

Because of the rapid growth of the research and graduate components of the university, those responsibilities that were previously combined in the position of Associate Vice-President [Research] & Dean of Graduate Studies have now been divided and UNBC is seeking a Dean of Graduate Studies with a five year term beginning 1 July 2001.

There are currently 16 graduate programs offered at UNBC, with Masters of Arts, Science, Education, Social Work and Natural Resources & Environmental Studies, and with Doctorates in Psychology and in Natural Resources & Environmental Studies. Over 400 students are currently enrolled in these programs and the university is committed to expanding graduate studies in the future, particularly in those areas of special relevance to northern British Columbia. The new Dean of Graduate Studies, reporting to the Vice-President [Academic] & Provost, will play an important leadership role in defining these needs and developing the programs to meet them.

The Dean of Graduate Studies will have documented managerial skills commensurate with a senior administrative appointment and will have established a reputation for scholarship commensurate with an academic appointment at the full professional level. The successful candidate will have demonstrated: leadership in higher education at or above the level of department chair; experience in graduate programming, initiative and direction in developing procedures and planning; the willingness and ability to work successfully in a collegial decision-making environment; experience with research-granting agencies; an understanding of student needs; excellent problem solving, dispute-resolution, interpersonal and communication skills; a principled approach to setting policies and standards.

Applications should be submitted by January 15, 2001.

Please forward your curriculum vitae and the names and addresses of three referees (including telephone and fax numbers) to: Dr. Deborah Paff, Vice President [Academic] & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to Dr. Paff, at (250) 960-5610. Email: paff@unbc.ca.

UNBC
UNIVERSITY
OF NORTHERN
BRITISH COLUMBIA

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, Aboriginal peoples, persons with disabilities and members of visible minorities.



University of Alberta

Edmonton

Director, Division of Anatomy

The Faculty of Medicine and Dentistry, University of Alberta invites applications for a full-time academic tenured position as Director of the Division of Anatomy. The candidate will have an MD and/or PhD and appropriate expertise in the field. As a Faculty Division, the Director will report to the Dean of the Faculty and is responsible for Division of five full-time faculty (this includes the Director) and five part time sessional faculty. The Division has major undergraduate teaching responsibilities both within and outside the Faculty of Medicine and Dentistry and research programs, and is developing a graduate program. The Director will demonstrate excellent leadership qualities, interpersonal skills and have the necessary experience to further stimulate teaching, development of new teaching methods, and research in the Division. In addition to University resources, the Alberta Heritage Foundation for Medical Research provides excellent opportunities to recruit researchers and scientists from scholars to senior scholars or scientists.

The Faculty of Medicine and Dentistry and the Capital Health Authority represent one of Canada's leading Academic Health Sciences Centres. With budgets of \$140 million and \$1 billion dollars respectively, the two organizations

are recognized nationally and internationally for their combined leadership in research, education and clinical service.

Details about the University of Alberta, Faculty, CHA and Edmonton can be found on the Faculty's Home Page at www.med.ualberta.ca

Interested candidates should submit a curriculum vitae outlining their current educational and research interests, together with the names and addresses of three referees by December 31, 2000 to:

Dr. D. Lorrie J. Tyrell, Dean
Faculty of Medicine and Dentistry
University of Alberta
2J2 WC Mackenzie Health Sciences Centre
Edmonton, Alberta
Canada T6G 2R7

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

...it makes sense.

CAREERS CARRIÈRES

MCGILL UNIVERSITY — The Department of Psychology at McGill University seeks applicants for a tenure-track position at the Assistant or Associate Professor level in Behavioral Neuroscience. The deadline for receipt of completed applications is January 1, 2001.

Our current strengths within this broad domain are in the areas of vision, learning and memory, the psychobiology of learning and reinforcement, and the behavioral and neural applications in these areas as well as others in Behavioral Neuroscience are welcome. The Department has excellent facilities for interdisciplinary research through its links with related academic departments and the Faculty of Medicine. The Neurology Institute, including the Montreal Neurologist Institute, Applicants at the Assistant Professor level should present evidence of significant externally funded research productivity, and applicants at the Associate Professor level should have such a record. All applicants are expected to have an aptitude for undergraduate and graduate teaching. Applications should include a record of teaching, evidence of recommendation to be sent to the address below. A curriculum vitae, description of current and proposed areas of research, selected research papers, teaching evaluations, a description of areas of teaching competence, interest, and approaches, and other relevant material, should also be sent to: Chair, Behavioral Neuroscience Search Committee, Department of Psychology, McGill University, 1205 Docteur Penfield Avenue, Montreal, Quebec H3A 1B1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

MCGILL UNIVERSITY — The Department of Psychology at McGill University seeks applicants for a tenure-track position at the Assistant or Associate Professor level in Human Cognitive Neuroscience. The deadline for receipt of completed applications is January 1, 2001, with an anticipated starting date of September 1, 2001. Preference will be given to applicants with interests in the cognitive neuroscience of higher-order cognitive processes such as language, reasoning, problem-solving, categorization, decision making. Our main strengths within this broad domain are language, higher-order reasoning, learning, memory, and explicit cognitive. The Department has excellent facilities for interdisciplinary research through its links with related academic departments at McGill and other universities in Montreal and in the McGill University Health Center, including the Montreal Neurology Institute and the Montreal Neurosurgery Institute. Applicants at the Associate Professor level should present evidence of the ability to establish a record of externally funded research productivity, and applicants at the Assistant Professor level should present a record of teaching competence, interest, and approaches, and other relevant material. Applications should also be sent to: Chair, Human Cognitive Neuroscience Search Committee, Department of Psychology, McGill University, 1205 Docteur Penfield Avenue, Montreal, Quebec H3A 1B1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

THE UNIVERSITY OF TORONTO — The Department of Psychology. Duties: The successful candidate will be expected to teach senior courses in cognition and learning and be willing to teach introductory Psychology. Qualifications: PhD in Psychology; Experience teaching at the postsecondary level. Commencement Date: August 2001. Closing date for application: 15 January 2001. The University College of the University of Toronto is an equal opportunity employer. Please forward our current curriculum vitae, quoting the Competition #0097 with names, addresses and telephone number of three referees, along with a copy of graduate transcripts to: Dr. Barbara L. Rabinowich, University College of the University of Toronto, P.O. Box 3010, 100 Hoskin Avenue, Toronto, Ontario M5S 1A1. We wish to thank all applicants; however, only those under consideration will be contacted.

SAINI CAMPUS — The Department of Psychology. Applications are invited for a tenure-track appointment at the Assistant Professor level starting July 1, 2001. Candidates are expected to have a PhD in psychology or to be near completion of the degree. We seek individuals with teaching and research skills in industrial/organizational psychology. The successful applicant may also be called upon to teach in the areas of introductory psychology, statistics, research methods, and psychometrics; experience with statistics, and a research record. The successful applicant will be expected to conduct and supervise research and to contribute to the Department's graduate program. The Department has a major and honours curriculum and offers an M.Sc. degree in psychology and organization and psychology, and a certificate in Human Resource Management. The successful applicant will also have the opportunity to participate in the University's new doctoral program in Management and Resources of Technology. Duties: The rank is Sustaining Faculty in the School of Commerce. Candidates should present evidence, commensurate with experience, of research excellence, scholarly productivity, and preparation for teaching and research supervision at both the undergraduate and graduate levels. International students and candidates with non-Canadian nationalities are encouraged to apply. However, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant and cosmopolitan city of over 350,000 people. Halifax is a major economic centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centres in Nova Scotia and New Brunswick. For additional information about the University and the Department please see our website at <http://www.smu.ca>. Applicants should furnish a curriculum vitae, copies of research papers, a letter of application, and three letters of reference sent directly by reference to Dr. Vic Catano, Department of Psychology, Saint Mary's University, Halifax, NS B3H 3C3; telephone (902) 420-5845, fax (902) 420-5121; email: catano@smu.ca. Review of applications begins immediately and will continue until the position is filled.

THE UNIVERSITY OF TORONTO — The Department of Psychology invites applications for a limited term Assistant Professor specializing in Clinical Neuropsychology. This is a full-time, renewable, but non-tenure-track position, beginning January 2001. The successful candidate will be engaged in research, teaching, and clinical activities at the University of Toronto, as well as providing clinical, educational and research services at Riverview Hospital, an affiliated 800-bed psychiatric facility. We are seeking a clinical neuropsychologist with a strong research record, a commitment to graduate and undergraduate teaching, supervision or training, and extensive clinical experience in a psychiatric and/or neurologic setting. The successful candidate will be expected to teach in the MSc program with a strong research record in the study of memory and cognitive function. The position requires supervision of the Masters and Doctoral level. Fields of interest include, but are not limited to, health policy, development and the impact of information technology on public

equity of employment for women, Aboriginal people, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. The deadline for applications is January 31, 2001. Application will be reviewed beginning February 15, 2001 and this process will continue until the position has been filled.

PUBLIC ADMINISTRATION

CARLETON UNIVERSITY — School of Public Administration. Subject to budgetary approval, applications are invited for a 24 month position at the rank of Assistant Professor in the School of Public Administration, Carleton University, to commence July 1, 2001. The successful candidate is expected to have a PhD in Political Science, Public Policy or a related interdisciplinary program with a strong research interest in the use and application of political science in the study of public administration. The position involves teaching and supervision of the Masters and Doctoral level. Fields of interest include, but are not limited to, health policy, development and the impact of information technology on public

policy. Applications with a curriculum vitae, graduate transcripts, and names and addresses of three referees should be sent to: Professor Genevieve Chais, Chair, Search Committee, School of Public Administration, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. The closing date for applications is December 31, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, Aboriginal people, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

RELIGIOUS STUDIES

MCGILL UNIVERSITY — Faculty of Religious Studies (FRS) and the School of Environment (MSE) invite applications for an Assistant Professor (higher ranks are also welcome to apply). The successful candidate will be appointed as PhD. Preference will be given to candidates with a Ph.D. in Psychology from a recognized university. All applicants are eligible for registration with the College of Psychologists of B.C. In return, we offer excellent opportunities for collaborative and interdisciplinary research, teaching, and professional development. We offer access to a large clinical, research, and educational setting with bright and enthusiastic students in a vibrant setting atop Burnaby Mountain on the outskirts of Vancouver. The Department's web page can be accessed at <http://www.musf.ubc.ca/psychology>. Salary will be commensurate with qualifications and experience. To apply, please submit a letter of intent, cv, and three letters of reference by January 19, 2001 to Dr. William R. Penhale, Chair, Department of Psychology, Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada V5A 1S6. All appointments are subject to budgetary approval. Although this advertisement is directed primarily to Canadian citizens and permanent residents of Canada, in accordance with Canadian immigration requirements, non-Canadians are also encouraged to apply. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunity to all qualified applicants.

ST. JEROME'S UNIVERSITY — The Department of Psychology at St. Jerome's University is a liberal arts, public Roman Catholic institution federated with the University of Waterloo that emphasizes teaching and research. Applications are invited to a tenure-track position at the level of Assistant Professor to commence on January 1, 2001. Successful candidates will possess the following combination of characteristics: 1) experience in research methodology, preferably with a lifespan and/or clinical emphasis; 2) a record of teaching in a student-centered atmosphere in which collegiality and interpersonal sensitivity are highly valued; 3) a commitment to excellence in teaching and collaboration with students; 4) a desire to contribute to the field of psychology; 5) a record of interdisciplinary contributions is also plus. Applications from women and from persons who are familiar with and supportive of the traditions of the Roman Catholic faith are especially encouraged. Applications should be submitted to the Chair, Department of Psychology by the date of hire. Applicants should send the following materials: 1) curriculum vitae; 2) names of three persons who have been requested to send confidential letters of reference; 3) a detailed cover letter explaining the position you are desirous of; 4) teaching evaluations (if available). Applications should be submitted by February 26th, 2001 to: Dr. John K. Rempel, Chair, Department of Psychology, St. Jerome's University, Waterloo, Ontario, Canada N2L 3G1. For further information about St. Jerome's University, please see our website at <http://www.uwaterloo.ca>. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY — Department of Psychology. Subject to budgetary considerations, the University wishes to make a tenure-track appointment at the level of Assistant Professor, to begin July 1, 2001. Preference will be given to candidates with a strong research and teaching interest in the area of Forensic Psychology, Psychology and Law. The Department of Psychology has a strong undergraduate and graduate program in experimental Forensic Psychology. The School of Psychology at Carleton University offers a B.Sc. in Psychology, a M.Sc. in Psychology, and a Ph.D. in Psychology. The successful candidate will send a curriculum vitae, copies of representative publications, and a summary of research objectives and teaching experience to Dr. Kimberly Matheson, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. The successful candidate will be appointed as PhD. Preference will be given to candidates with a Ph.D. in Psychology from a recognized university. All applicants are eligible for registration with the College of Psychologists of B.C. In return, we offer excellent opportunities for collaborative and interdisciplinary research, teaching, and professional development. We offer access to a large clinical, research, and educational setting with bright and enthusiastic students in a vibrant setting atop Burnaby Mountain on the outskirts of Vancouver. The Department's web page can be accessed at <http://www.musf.ubc.ca/psychology>. Salary will be commensurate with qualifications and experience. To apply, please submit a letter of intent, cv, and three letters of reference by January 19, 2001 to Dr. William R. Penhale, Chair, Department of Psychology, Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada V5A 1S6. All appointments are subject to budgetary approval. Although this advertisement is directed primarily to Canadian citizens and permanent residents, non-Canadians are also encouraged to apply. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunity to all qualified applicants.

THE PROSTATE CENTRE — Vancouver General Hospital combines basic laboratory research, clinical research, education and treatment programs with a focus exclusively on prostate cancer. The following positions are available for qualified Post-doctoral Fellows to work within a large multidisciplinary group studying prostate cancer as part of the National Cancer Institute of Canada/Terry Fox Program on Prostate Cancer Progression.

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You will perform research on hormonal regulation of gene transcription in relation to prostate cancer and play a key role in the coordination of laboratory activities of the Director of Laboratory Research. A knowledge of molecular and cell biology techniques is required. Expertise in steroid receptor biochemistry would be an asset.

Post-doctoral Fellow

You will work on a project involving gene promoter analysis, DNA binding, transcription reporter systems and basic molecular biology techniques, towards the goal of developing a gene therapy for prostate cancer.

Post-doctoral Fellow

You will work on a project involving gene promoter analysis, DNA binding, transcription reporter systems and basic molecular biology techniques, towards the goal of developing a gene therapy for prostate cancer.

Please forward a curriculum vitae by February 1, 2001 to: Dr. Paul S. Rennie, Director, Laboratory Research, The Prostate Centre at VGH, 2660 Oak Street, Vancouver, BC V6H 3Z6; fax: 604-875-5654.

THE PROSTATE CENTRE
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RYERSON POLYTECHNIC UNIVERSITY

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SCHOOL OF INFORMATION TECHNOLOGY MANAGEMENT

The School of Information Technology Management is Ryerson's newest and fastest growing school, created through the amalgamation and expansion of two long-established programs, with a proud tradition in business and technology education. Part of the Faculty of Business, the School provides students with a business-focused education in managing Information Technology and Telecommunications. Located in the heart of Toronto, with over 1,200 full-time students, the School is building strong links with the business community through its practical approach to both teaching and research.

Due to anticipated growth, the School expects the need for continued recruiting and is looking to add up to three tenure-track faculty members, at either the Assistant or Associate Professor level. These positions can be tenure-track or for a limited term. This is an opportunity to get in at the beginning of an exciting new initiative. We offer a four-year Bachelor of Commerce degree in Information Technology Management, and are developing plans for additional undergraduate and graduate programs. For more information, visit our Web site at: <http://www.ryerson.ca/itm/>

Electronic Commerce (Tenure-Track)

The School is at the forefront of the fast emerging field of "e-business." In addition to providing a range of technical courses, we lead an interdisciplinary effort across the University to address the business implications of the Internet. As a key member of this group, you will have a strong interest in the field and an emerging profile in related research. We would expect you to lead the development of our research capabilities, including working with the School director to establish an e-business research centre. You must have, or be close to completing, a doctorate and be capable of developing a research agenda in this emerging field.

Systems Development and Implementation (Tenure-Track or Limited Term)

In this position, you will have an opportunity to teach a wide range of subjects, including systems analysis and process design, programming, database management and enterprise solutions, depending on your experience and interests. You combine a solid educational background, good teaching skills and practical experience in at least one of these subjects. While we would prefer you to hold, or be close to completing, a doctorate, we will also give serious consideration to individuals with a master's level education and strong industry experience. Demonstrated teaching and applied research capabilities are required.

Ryerson Polytechnic University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Consider this opportunity to teach a wide range of subjects, including network planning and design, computer-based telephony and integrated networks, depending on your experience and interests. You combine a solid educational background, good teaching skills and practical experience in the Telecom field. For this position, we are willing to consider candidates for limited term appointments (up to five years), as well as those individuals with interests in a tenure-track position. Depending on the nature of the appointment, applicants may hold, or be close to completing, a doctorate or have a relevant master's degree with strong industry experience. In either case, demonstrated teaching skills and the potential for applied research capabilities are required.

All candidates will be expected to contribute to curriculum development within our collegial team environment. Interested applicants should submit a letter of application, outlining their academic and professional experience, a detailed curriculum vitae and a letter of reference from three referees, to: Professor Kenneth A. Grant, Director, School of Information Technology Management, Ryerson Polytechnic University, 350 Victoria Street, Room S354, Toronto, Ontario M5B 2K3. Although applications will be accepted until the positions are filled, only those received by Feb. 28, 2001 are assured full consideration.

RYERSON

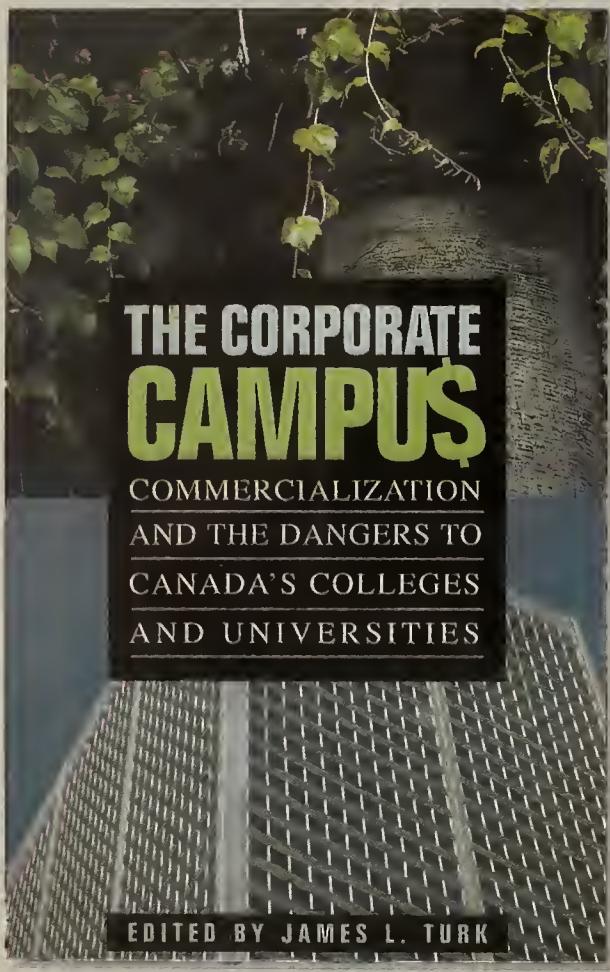
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UNIVERSITY OF ALBERTA (ST. JOSEPH'S COLLEGE) — Christian Religious Education. The Roman Catholic undergraduate college invites applications for a full-time tenure-track position at the Assistant Professor level, effective July 1, 2001. Applicants should have a completed doctorate in Catholic education or a specialization in religious education at the time of appointment, although ABD applicants may be considered at the Lecturer rank. Responsibilities include graduate program drawing on many of the Faculties with which the MSEE cooperates. Information on MSEE, FRS, and the MSEE can be found at <http://www.ualberta.ca>. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should submit a letter

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